

Synthesis report on the mapping of evaluation practices assessing the impacts of initiatives targeting 25+ NEETs

OUTPUT 5.7

Prepared by Institute for Structural Policy and Slovak Business Agency

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IN THE FRAMEWORK OF THE PROJECT 'LOST
MILLENNIALS – TRANSNATIONAL RESEARCH
NETWORK FOR THE EVALUATION OF INITIATIVES
TARGETING 25+ NEETS'

Country specific contributions

Bulgaria: Center for the Study of Democracy (CSD)
Czech Republic: IREAS, Institute for structural policy
Greece: Institute of Entrepreneurship Development (IED)
Hungary: HETFA Research Institute
Malta: Binda Consulting International (BCI)
Poland: Evidence Institute Foundation (EIF)
Romania: Sapientia University of Cluj Napoca
Slovakia: Slovak Business Agency (SBA)
Spain: University of Burgos (UBU)

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Project summary:

The project 'Lost Millennials' focuses on a regularly neglected group of the generation of Millennials: young people aged 25-29 neither in employment or education and training (25+ NEETs). This generation started their working life shortly after the economic crisis of 2008, perceiving uncertainty and lack of security for work and well-being, they are more likely to be inactive or in precarious jobs. The main objective of the project is to contribute to the successful integration of 25+ NEETs to the labour market through increasing knowledge on the effects of employment initiatives on 25+ NEETs, building capacity of stakeholders to perform impact studies and thus improving the quality of labour market interventions. This objective will be achieved through the creation of the transnational research network which will share know-how and good practices, the evaluations of governmental and community-based initiatives targeting 25+ NEETs, as well as the engagement of stakeholders to increase the policy-relevance of project results.

For more information, please visit our [website](#), contact us on lm.leadpartner@hetfa.hu and follow our social media ([Facebook](#), [LinkedIn](#)).

The Lost Millennials project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment.

Implemented by:



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1. Introduction

This report summarises the results of a mapping carried out in 9 EU countries, namely the Czech Republic, Bulgaria, Greece, Hungary, Poland, Romania, Malta, Slovakia and Spain, on the evaluation culture in the field of evaluation of activities aimed at supporting 25+ NEETs (young people aged 25-29, not in employment, education or training) and their integration into the labour market¹.

In all cases, these are countries that were severely affected by the 2008 financial crisis, the impact of which was also reflected in increased youth unemployment rates. Although the labour market has changed considerably over recent years, also in the context of demographic trends has begun to suffer from a significant shortage of skilled labour, and the quality employment of young people in all surveyed countries remains a challenge.

The most significant challenges are naturally faced by young people suffering from various forms of disadvantage in the labour market, i.e., young people with low educational attainment, young people with disabilities, young people from economically lagging regions and others. A separate category is represented by young people from ethnic and national minorities. In the case of these young people, it is possible to observe the so-called intersectionality of disadvantage, i.e., the accumulation of several forms of disadvantage, which leads to the multiplication of the effects of individual disadvantages, and the call for complex assistance programmes is very urgent.

The perception of young people who are disadvantaged because of their ethnic/national minorities background is conditioned by the specific country's situation. While in one group of countries, it is perceived mainly in the context of marginalised Roma communities (mainly BG, HU, RO and SK). In other countries, it is contextualised in the frame of the so-called European migration crisis that peaked around the year 2015 (mainly GR, ES and MT). In other group of countries, the issue of young people disadvantaged because of their ethnic/national minority background has started to resonate more intensively in the context of the war in Ukraine and the large and rapid influx of people leaving Ukraine (in particular CZ, PL and SK).

Solutions aimed at better integration of young people (specifically those disadvantaged in the labour market) and their participation in the labour market have also been strongly influenced by the recent COVID-19 pandemic. This has had a significant impact on many aspects of the labour market, including the work integration of young people whose position in the labour market was not yet fully established before the outbreak of the COVID19 crisis. Due to the pandemic, they were often pushed into precarious

¹ The results of the mapping in each country were summarised in a country report. See the list of country reports among the references.

or informal employment relationships, which caused their significant socio-economic decline and inactivity.

The problem of youth unemployment and inactivity caused by the 2008 crisis was so significant that it could not be tackled by individual countries at the time, and the European Union, therefore, responded by increasing the financial allocation of European resources in favour of implementing programmes aimed at supporting young people.

In a number of countries, separate operational programmes or priority axis of operational programmes were set up, co-financed by the European Social Fund in particular, with the aim of reducing unemployment and inactivity among young people and ensuring their full integration into the labour market. Much emphasis is placed on the group of young people identified as NEETs. Over time, the NEET has become a recognized category of young people and has received a great deal of attention in public policies. However, a deeper analysis of public policies and programmes implemented in favour of the NEET category shows that the dominant focus is on the younger age cohorts, while the 25+ age group, which is the main target group of the Lost Millennials project, is often neglected. 25+ NEETs are most often considered to be a subcategory of NEETs or disadvantaged job seekers as such and have the possibility to apply for support under programmes targeted at broad groups of jobseekers or under programmes targeted at young people as such. However, practice suggests that the implementation of either exclusively or explicitly designed programmes for the benefit of a specific target group with particular characteristics is often the most effective solution.

The aim of this consolidation report is not to evaluate the content and focus of the programmes implemented, but the evaluation culture applied within the programmes implemented and the impact of the evaluation on the quality of implemented programmes.

This report consolidates the findings of the individual country reports aiming to map the scope and typology of evaluations carried out in the context of programmes aimed at improving the labour market position of 25+ NEETs.

The conclusions presented in this report are abstracted from the findings of the individual country reports, which are based on extensive desk research. The most common source of data used by all participating countries was the websites of national ministries and operational programmes aimed at supporting NEETs. Important sources of information were also the websites of other programmes and support schemes, in particular Erasmus plus (e.g., BG and MT), the EEA funds (RO), and research institutions profiled in employment related topics (in particular HU and SK). Personal contacts of the researchers involved or keyword searches on the internet were also used to collect information on the implemented evaluations.

A main challenge reported among national researchers was the uncertainty as to whether the identified reports and publications offered an exhaustive list of implemented evaluations.

2. General information of evaluation practices

In a time of limited financial resources and increasing pressure on public spending, orientation toward the evidence-based policy principles based on the evaluation results is a straightforward choice. Evidence, however, must be built on the application of rigorous and fair evaluations of previous programmes.

The findings of all participating countries suggest that the application of evaluation principles clearly follows the structure of the programmes implemented. A clear correlation between the scope and comprehensiveness of the evaluations carried out and the source of funding, i.e., the donor, of the programmes in the subject, can be also observed.

The evidence collected in all the countries involved shows that the evaluation culture and the perception of the need for evaluation are significantly influenced by the presence of European Cohesion Policy funding in the country. The EU declares that the use of cohesion policy resources (mainly the European Structural Funds) must be evidence-based, not only in terms of the correct use of funds but especially in terms of the efficient and effective use of funds. The evaluation of programmes financed by cohesion policy funds is therefore mandatory, and all the countries involved respect this obligation.

One area where some differences can be observed among the countries involved is the level at which these evaluations are carried out. While some countries (RO, MT, GR) focus mainly on evaluations carried out at the level of the operational programme or priority axis, which is mandatory under cohesion policy, other countries (e.g., CZ, HU, PL) carry out also evaluations of the specific programmes implemented in addition to the mandatory obligation. Some countries even indicate that selected programmes are evaluated repeatedly using different evaluation methods. An example is the evaluation of the Housing first programme in the Czech Republic.

The impact of European structural funds on NEETs is often evaluated in the context of active labour market policy, which is considered from the perspective of cohesion policy as one of the main instruments for balancing regional disparities and promoting social inclusion. The evaluation of active labour market policy is rapidly moving to the centre of interest in a number of participating countries (PL, SK, HU), and the most comprehensive methods are very often applied in the context of this topic (see below for more info).

Despite a clear consensus on the positive role of the EU in cultivating an evaluation culture in the participating countries, several countries argue that the mandatory implementation of evaluations may not guarantee their quality. In several cases, it was indicated that evaluations are carried out rather formally, are not based on a well-thought-out methodology and do not contain relevant recommendations. In some cases, doubts were also raised about the independence of the evaluations carried out. Given the fact that these evaluations are commissioned by the implementer of the measures being evaluated, the degree of objectivity of the evaluations carried out can be debated.

On the other hand, based on the findings presented in the individual country reports, it can be argued that the quality of the evaluations carried out is also strongly influenced by the presence of a critical mass of experts and organisations active in the field of evaluation. An example is Hungary, where the presence of a number of expert organisations profiled in the field of public policy evaluation as well as the active participation of the academic sector significantly increases the quality of the evaluations carried out. Another example is Slovakia or the Czech Republic, where, in addition to the participation of the academic sector, the internal analytical units of individual ministries have been considerably strengthened, and selected public policies are evaluated also through the internal capacities of the ministries. Evaluations carried out by the internal capacities of ministries, or the academic sector do not usually focus on assessing the impact of individual operational programmes but on evaluating specific policies regardless the source of funding. These are often not among the list of evaluations considered by the European Commission to be mandated, but on the other hand, these evaluations have a significant capacity to influence the expert debate on the future of the individual programmes implemented.

In addition to the evaluations commissioned in the context of programmes funded through EU cohesion policy, two countries (BG and MT) identified several other evaluations commissioned in the context of the Erasmus Plus Programme. Erasmus Plus has been identified in these countries as having a significant impact on young people. However, doubts were expressed about many of this category of evaluations, as in a great number of cases, one can rarely speak of full-blown evaluations. Number of the evaluations commissioned in the context of Erasmus Plus, especially those on the level of individual projects, are rather more sophisticated monitoring of progress and these cannot be considered as real evaluations making solid qualitative conclusions based on various types of data.

Interestingly, no country except Romania identified any evaluation of any programmes implemented with private or corporate resources or through resources explicitly dedicated to supporting the non-profit sector. In the case of Romania, this was an evaluation report of the EEA funds aimed at supporting the non-profit sector and youth employment. As stated in one of the national reports, ‘the fact that

these evaluations have not been identified does not necessarily mean that they are not being carried out, but it clearly means that they are not being made public and freely available’.

A relatively small number of evaluations have also been identified in relation to programmes that are financed exclusively from national budgets. For this category, the reasons for the low number of publicly available evaluations can mainly be interpreted by two hypotheses based on the findings and statements in the individual national reports. The first is that funding for programmes aimed at improving the situation of NEETs in the countries surveyed is mainly provided by the European Social Fund, and there are only a minimal number of programmes funded exclusively from national resources. Moreover, their scope is usually minimal. The second hypothesis works with the alternative that in none of the countries studied is an evaluation culture of public policies established to such extent that programmes implemented with exclusively national resources are evaluated, and evaluations whose findings would be described in evaluation reports are simply not carried out. However, the information provided in the individual national reports does not provide sufficient evidence to allow any of the hypotheses presented to be further argued.

In relation to the target group of the Lost Millennials project, which is the 25+ NEET group, it should also be noted that no evaluation has been identified that discusses the impacts of the evaluated programme exclusively on the 25+ NEET group. The 25+ NEET group is seen in all the identified evaluations only as a sub-category of young people referred to as NEET or a sub-category of the general group of disadvantaged job seekers.

3. Characteristics of evaluation practices

Based on the analysis of the country reports prepared at the level of each participating country (9 countries in total), a total of 88 evaluations focusing on programmes and initiatives dealing with NEETs (directly or indirectly including also the sub-group of 25+ NEETs) were identified as relevant. These can be further analysed and clustered based on their type (ex-ante/mid-term/ex-post), the methodology used, the form of evaluation (internal/external/combined), and the final assessment on their success. The following sub-chapters discuss these aspects of identified evaluations.

Table 1 Total number of evaluations taken into account in this report

	Bulgaria	Czech Republic	Greece	Hungary	Malta	Poland	Romania	Slovak Republic	Spain	Total
Number of evaluations considered	12 ²	11	4	13	4	21	8 ³	5	10	88

Source: the country reports

3.1 Types of evaluations

The phase in which the programme/initiative being evaluated is determined by the basic typology of evaluations. For the purpose of this analysis, three basic categories can be recognised:

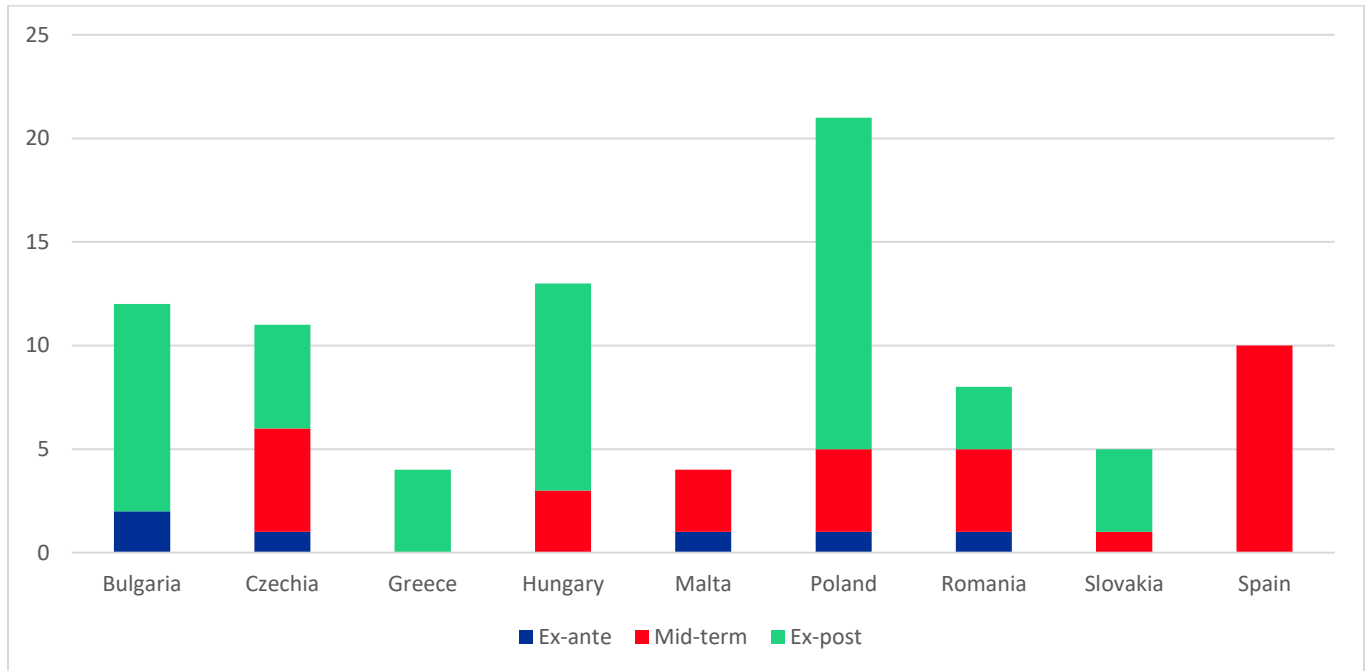
- **ex-ante** evaluation - this is an evaluation carried out prior to the launch of the programme in order to set up the programme in the best possible way,
- **mid-term** evaluation - this is an evaluation carried out during the implementation of the programme for the purpose of possible correction of the implemented activities so that they better address the current needs of the target group and the objectives of the programme;
- **ex-post** evaluation - this is an evaluation carried out after the end of the programme and may assess the implementation of the programme from different aspects (e.g., achievement of objectives, achievement of impact, effective use of resources, the contribution of the programme to the achievement of a specific policy, etc.)

The following graph demonstrates shares of various types of evaluations identified in the participating 9 countries.

² Three of these evaluations are large-scale evaluations taking into account 10 or more programmes/projects

³ The evaluations that were identified in Romania were not confirmed as taking into account the 25+ NEET group

Figure 1 Number of identified evaluations in the analysed countries, by type



Source: own elaboration on research data

At first glance, Chart 1 shows a significant difference in number of relevant evaluations identified. The sample shows that ex-post evaluations predominate in most countries (BG, GR, HU, CZ, PL, SK). Also, an interesting fact is the prevalence of mid-term evaluations in the case of Malta and Spain and a relatively high share of mid-term evaluations in Czechia. Ex-ante evaluations have been identified in only 5 countries out of the 9 (BG, CZ, MT, PL, RO) and in very small numbers, which is rational regarding the purpose and timing of this type of evaluations. An interesting fact is that in Spain only mid-term evaluations were identified as relevant.

In the list of identified evaluations, ex-post evaluations, i.e., after the completion of the programme being evaluated, dominate. The reasons for this can be interpreted by the obligation to carry out this type of evaluation for the majority of programmes and initiatives co-financed by the European social fund. Considering the fact that a significant part of the programmes aimed at supporting NEETs in the surveyed countries are implemented with the support of the European Social Fund, this finding is not surprising. Although the individual country reports do not provide sufficient information on the details of the individual evaluations, the identified ex-post evaluations can be grouped into three main categories.

The first category are the ex-post evaluations of the relevant operational programmes or priority axes of the relevant operational programmes. These are compulsory under European cohesion policy standards.

The second category are evaluations of specific projects or groups of projects. In most cases, these are evaluations of projects of strategic importance (e.g., piloting the newly design policy) (CZ, Housing First programme) or large-scale projects and initiatives implemented at national or regional level (CZ, GR, ES, HU, PL, SK). Several of these evaluations offer a comprehensive list of recommendations that can be used for improvement of the implementation of the next generation of supported programmes.

The third category are ex-post evaluations of specific policies or measures that are implemented as part of mainstreamed policies, irrespective of the sources from which the implementation of specific policies or measures is carried out. In this group of evaluations, measures implemented in the context of active labour market policies appear most frequently (HU, PL, SK, CZ). Evaluations that have emerged in academic settings as part of broader research tasks also appear frequently in this category of evaluations. The findings of these evaluations can be considered independent and are a valuable contribution to the debate on the quality of measures implemented in favour of the group of young people referred to as NEETs.

In terms of the number of evaluations identified, the category of mid-term evaluations forms a comparably large group to the category of ex-post evaluations. The reasons for this, as in the case of the category of ex-post evaluations, can be found in the rules on the evaluation of projects and programmes financed by European cohesion policy funds and in the obligation to carry out this type of evaluation for operational programmes and individual priority axes, as well as for certain types of projects.

The main difference between the category of ex-post and mid-term evaluations is mainly that in the case of mid-term evaluations, the number of evaluations carried out in academia is substantially lower than in the case of ex-post evaluations.

The smallest group of evaluations, categorised in terms of the phase of the programme being implemented, are those referred to as ex-ante evaluations. Given the fact that the performance of these evaluations is mandatory in the context of European cohesion policy implementation (in particular in relation to the preparation of operational programmes), it can be assumed that the fact that these evaluations have not been identified does not necessarily mean that they do not exist. Rather, it may be a signal that these evaluations are not usually made public. The few exceptions are the few ex-ante evaluations that relate to the preparation of specific initiatives. These are rather rarely carried out, but the importance of ex-ante evaluation for the correct setting of the parameters of a specific initiative can

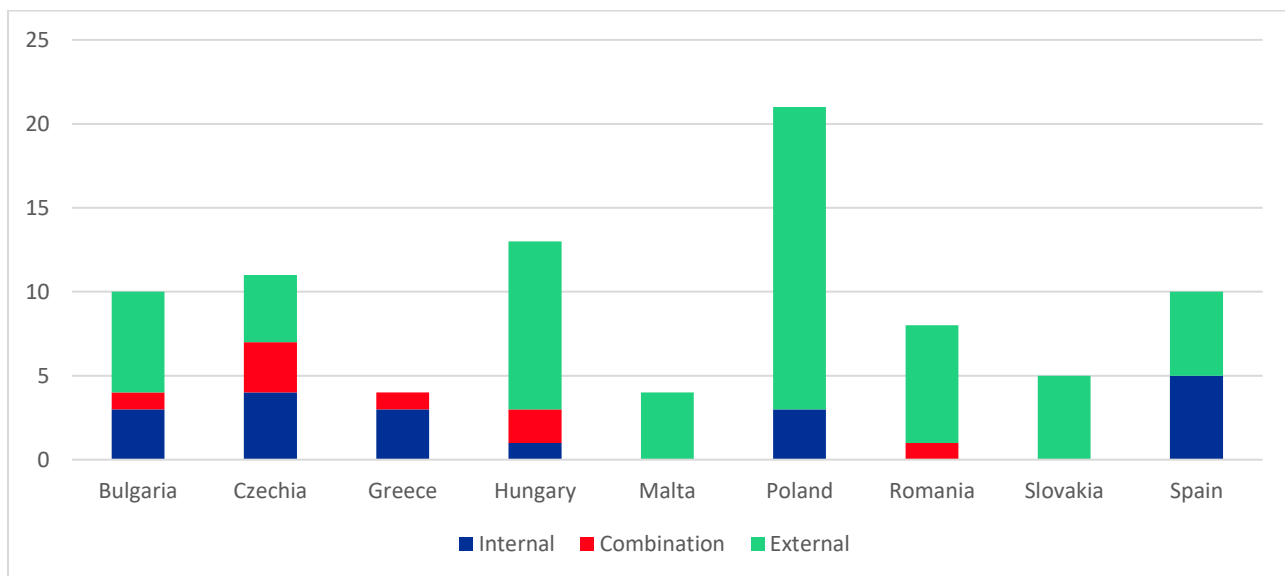
be crucial. Among all countries studied, the implementation of ex-ante evaluations of a specific initiative was identified only in the Czech Republic and Poland.

Another approach in the typology of evaluations carried out is based on the assessment of the relationship between the evaluator and the commissioner of the evaluation. In principle, a distinction is made between external and internal evaluation or a combination of these two approaches. An 'internal evaluation' can be considered to be one that is carried out by the internal capacities of the organisation that also implements the programme being evaluated, or, if the project is implemented in partnership, by the internal capacities of the project partner. The category of 'external evaluations' includes evaluations that have been carried out by an organisation other than the one implementing the programme being evaluated. This category also included those that were not requested by the programme implementer but were produced as part of, for example, academic research.

On the basis of a simple analysis, it can be stated that the number of evaluations identified that were carried out by external capacities is approximately double the number of evaluations that were carried out by internal capacities.

A specific category is made up of evaluations that have been produced in cooperation between the internal capacities of the programme implementer and external experts. However, the number of such evaluations is marginal compared to the total number of evaluations identified.

Figure 2 Number of internal/external/combined evaluations in the analysed countries



Source: own elaboration on research data

The above chart (Figure 2) shows the differentiation of identified evaluations based on an elaborator of the evaluation. It is evident from the figure 2 that most of the countries rely on externally delivered evaluation studies. The only exception is Greece where all the evaluations identified as relevant for the 25+ NEETs research were carried out only internally or in a cooperation between internal and external evaluators. High portion of internally carried out evaluations can be next to Greece observed also in Bulgaria, Czechia, Poland and Spain. Combinations of internal and external evaluators are used especially in Czechia where the internal evaluation units at ministries were strengthened recently, and in Hungary.

It is, however, impossible to generalise whether the implementing bodies of these initiatives carry out the evaluations themselves or outsource them, as the proportion of evaluations carried out by external vs internal capacities varies significantly between the countries surveyed. While in some countries (GR) evaluations carried out mainly by the internal capacities of the project implementer tend to dominate in others (PL, MT, SK) the trend is the opposite and evaluations are exclusively outsourced. As stated in one of the country reports 'This does not necessarily mean that no internal evaluations are done by programme implementers; it implies that internal evaluations are not publicly available online'.

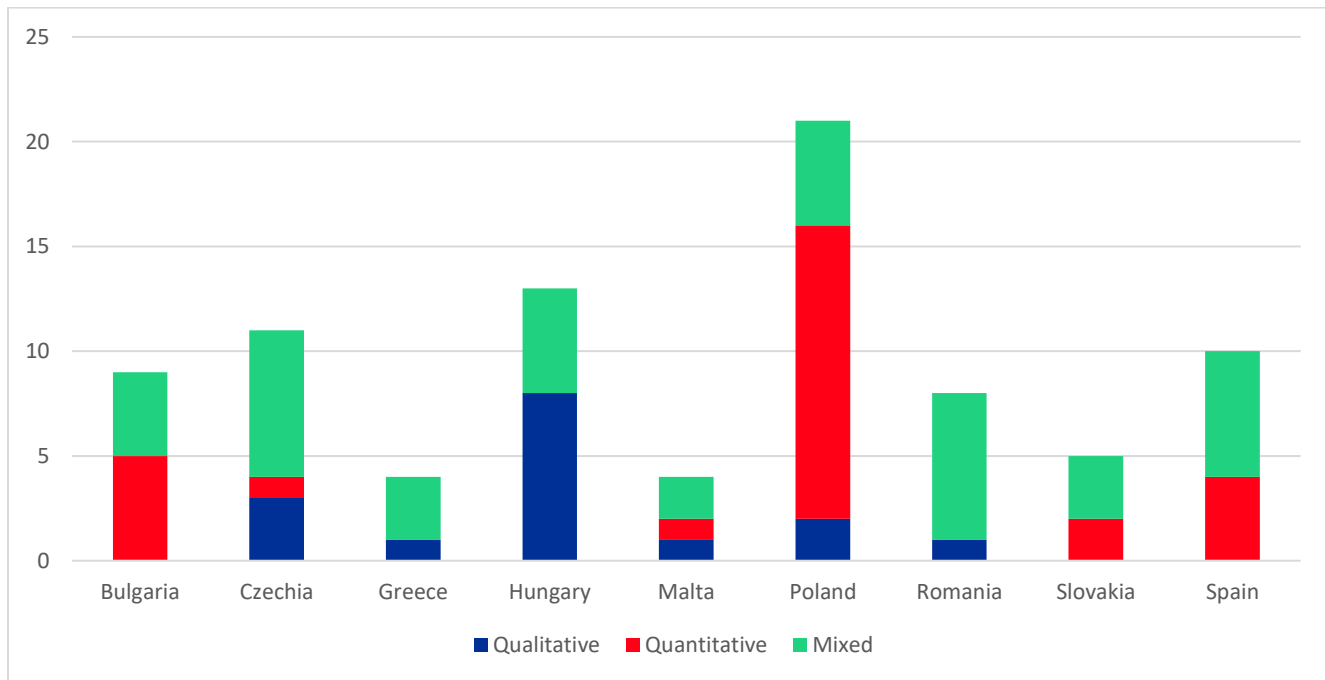
Criteria for selecting external evaluators vary from country to country. For example, in Spain the selection criteria are described in the Evaluation and Monitoring Strategy, in Slovakia external evaluations are carried out under a long-term framework agreement and most evaluations are carried out by a single contractor, in Hungary a high degree of variability can be observed in the list of contractors of external evaluations and the participation of highly recognized organisation can be observed.

Several of the countries surveyed mentioned issues related to data acquisition and processing in their country reports. Project implementers have administrative data in the area of project realisation. However, they usually do not have access to a wider range of data, especially of a qualitative nature. To collect this data, project implementers tend to use external companies, but the data collected is often interpreted internally. Involving external organisations in data collection is a relatively common form of linking internal and external capacities.

3.2 Methodology of evaluation practices

In the list of identified evaluations, the approach based on a combination of qualitative and quantitative evaluation methods (mixed approach) can be observed as perhaps the most common. However, the representation of the mixed-approach-based-evaluations and the evaluations employing the qualitative-only or quantitative-only methods is balanced, with neither category dominating significantly.

Figure 3 Use of qualitative, quantitative and mixed methodological approaches in evaluation practices in the analysed countries



Source: own elaboration on research data

The choice of the appropriate methodology should be determined in relation to the evaluation objectives and evaluation questions. Evaluations using purely qualitative methods are carried out with the aim of, for example, mapping attitudes among representatives of stakeholder groups, analysing available documents or mapping examples of good practice. Evaluations using purely quantitative methods offer answers to different types of questions raised by qualitative methods.

The most complex and plastic picture is offered by the mixed type of evaluation, which offers a combination of qualitative and quantitative methods. Within the identified evaluations that are based on a mixed approach, the most commonly used methods are desk survey, questionnaire survey, focus groups and interviews combined with statistical analysis.

Based on the findings, it can be stated that within the evaluations based on a combination of qualitative and quantitative methods, evaluations in which qualitative methods dominate are clearly predominant. Although statistical analysis is standardly used, analysis of the identified evaluations suggests that in most cases it remains at the level of basic statistical description.

More sophisticated statistical methods, such as counterfactual analysis, are rarely used. Based on the findings of the country reports, it can be concluded that evaluations using this method were identified

in only three countries (HU, SK, ES), with the use of counterfactual methods within the countries studied being most common in Hungary.

The findings suggest that the most commonly used qualitative methods are questionnaires, interviews and focus groups. In several countries, the practice of placing qualitative method findings in the context of international comparisons was also identified. A commonly used data source for this comparison is Eurostat or OECD statistical data (CZ, GR).

The use of GIS software and map infographics of the findings is also a relatively new trend in evaluations. This trend has been identified particularly in Romania.

The quality of the findings obtained through specific evaluation methods is determined also by the size of the respondent group (in the case of qualitative methods) and the size of the research sample (in the case of quantitative methods).

Most of the evaluations identified provide information on the size of the research sample or the number of respondents approached, but in not all cases it is possible to identify the number of participants actually involved (BG). Some country reports also indicate problems with the size of the research sample, which according to the information in the country report is not large enough (PL), with the selection of respondents for focus groups or interviews, which often do not represent all stakeholder groups and often do not involve the participants themselves (SK).

On the other hand, identified evaluations using counterfactual evaluation methods typically work with samples that include all participants in the programmes being evaluated.

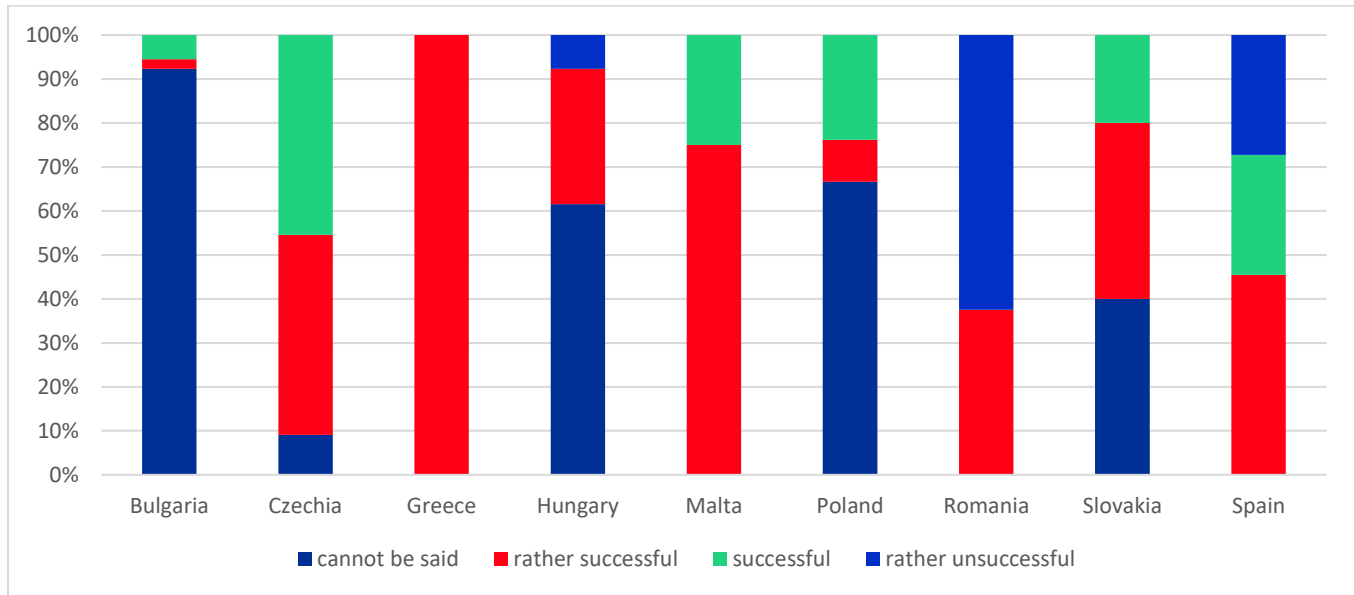
3.3 Results

The results of evaluations of individual programmes are conditional on the evaluation questions and indicators against which the success of the programme is measured. This statement can be illustrated by, for example, the evaluation practice related to the active labour market measures. The success of the specific programs implemented under this policy is usually measured by the number of jobs created and retained, however, structural barriers that prevent people from disadvantaged groups from succeeding in the labour market are rarely considered. If structural barriers are overlooked, evaluation results may differ substantially when success is measured against the number of jobs created or the impact on the employment of disadvantaged groups. The results of different evaluations of the same programme may therefore differ significantly in relation to different evaluation questions.

Individual country reports indicate the outcome of programme evaluations in the categories 'successful/rather successful/cannot be said' in relation to the identified evaluations. However, this

information cannot be considered definitive without knowledge of the evaluation question and the evaluation methodology applied.

Figure 3 Result of evaluations in the analysed countries (in %)



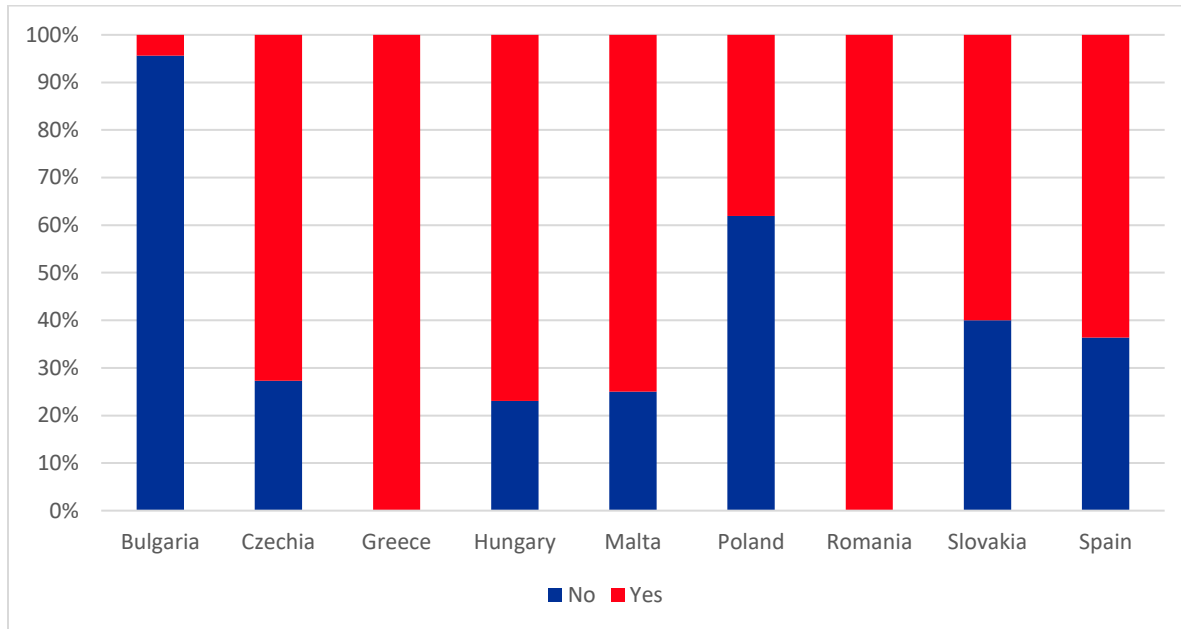
Source: own elaboration on research data

The graph illustrates the part of the evaluation that focuses on the overall assessment of the project's success. With the option to rate the project as successful, rather successful, rather unsuccessful, unsuccessful or cannot be said. It can be considered positive that none of the sampled initiatives were deemed 'unsuccessful' by the evaluators. However, for many initiatives (BG, HU, PL, SK) this assessment was not explicitly part of the evaluation. The search of the evaluations also revealed a rating of 'rather unsuccessful' in several cases (RO, ES, HU).

It is therefore very problematic to use the result of the evaluated programmes as a criterion for further categorisation, as the categorisation of a specific evaluation in a specific success category is often the result of the evaluation questions.

The principle of the evaluation is to formulate recommendations and conclusions based on the findings, which aim to improve future programme implementation or positively influence the implementation of future programmes and initiatives implemented on the topic. In the context of this report, it is therefore more important to observe whether a particular evaluation report offers a set of recommendations, or what the content and quality of those recommendations are, than the evaluation result itself.

Figure 4 Share of recommendation provided in the evaluations in the analysed countries



Source: own elaboration on research data

The above chart shows a different approach to formulating recommendations to evaluators across the selected countries. While in RO, GR, evaluations were conducted for all the sampled initiatives, in the case of BG only less than 10% of the sampled initiatives were evaluated. MT, HU and CZ also have a relatively high representation of initiatives that have been evaluated.

It is precisely the quality of the recommendations that has been questioned by a number of countries. The findings suggest that the recommendations are often formal, very general, and even a case was identified where the set of recommendations and their formulation were absolutely identical in two different reports implemented in the same country. As stated in one of the country reports ‘it is challenging to provide actionable recommendations, as the methods applied are usually based on arbitrarily defined indicators’.

Based on the findings, it can be concluded that few evaluations were identified that offered a relevant list of recommendations that were specifically formulated for the needs of the programme being evaluated, taking into account the specific needs of the programme target group and the administrative capacity of the wider context within which the programme being evaluated was implemented.

The scope and content of the recommendations are also largely determined by the evaluation commissioner/implementer and the type of programme being evaluated. Whereas in the case of evaluations focused on the assessment of an operational programme or a priority axis, the

recommendations focus more on the procedural side of the programmes, i.e., on the degree of administrative complexity, the selection of supported projects/initiatives, the fulfilment of result/output indicators, etc., the recommendations are more focused on the process side of the programmes.

Evaluations aimed at assessing programmes whose content is the implementation of specific measures tend to offer more specific recommendations.

Recommendations concerning the impact on specific target groups and the assessment of the impact of various effects described in the literature (e.g., deadweight, creaming, effect of parking, etc.) can most often be observed in the category of counterfactual impact evaluations, which often show the highest level of sophistication in terms of either methodology or performance.

Interestingly, as many as 35 identified evaluations, representing almost 40% of the total number of identified evaluations, did not propose any recommendation, which can be assessed as these evaluations not having fulfilled their basic principle.

Several national reports therefore indicate a certain degree of doubt as to the real relevance of many of the evaluations carried out for improving the quality of the programmes implemented for NEETs.

4. Conclusions

Despite the number of identified evaluations is limited, which causes difficulties in trying to create a comprehensive typology of conducted evaluation, based on the analysis of identified evaluations it is possible to identify the main trends.

The evaluation culture and tradition of public policy evaluation varies across the countries studied. The range and quality of evaluations undertaken is strongly influenced by, among other factors, the presence of organisations and experts active in the field of evaluation and the presence of a public debate on evaluation needs in the country. In countries where organisations and individuals with a high degree of expertise in public policy evaluation are present, the comprehensiveness of the evaluations carried out is usually higher than in countries where evaluations are mainly carried out by consulting firms.

The increasing pressure from EU on the obligation to evaluate EU funded programmes/projects can be seen clearly in all survey countries. This is evidenced by the fact that initiatives co-financed by EU funds are more frequently evaluated than initiatives financed from the state budget.

However, the problem is often the high degree of formality of these evaluations, the often-low addressability of the formulated recommendations as well as the assessment of results against not always correctly chosen indicators.

In relation to the target group of the Lost Millennials project, which is 25+ NEETs, it can also be noted that no evaluation has been identified that specifically addresses the situation of this group of young people. 25+ NEETs are most often seen as a sub-category of the NEET group or disadvantaged adults per se in the identified assessments.

Based on the findings, it is also possible to conclude that there is a tendency in the countries studied to carry out large evaluations involving multiple programmes/ initiatives/projects. While covering several programmes with one evaluation is certainly a good solution from the point of view of the implementer of these programmes, however, such an approach reduces the possibilities for assessing the specificities of individual interventions in the context of a particular target group and increases the level of generalisation.

In addition to the quality of the recommendations formulated, challenges identified include the availability of the individual evaluation reports. Although most of the evaluation reports are publicly accessible on the websites of the relevant institutions, it is not always easy to find these reports. The publication of evaluation source data or different types of annexes relevant to the conduct of evaluations is a rather rare practice.

With regard to the methodology of the evaluations carried out, it can be noted that most of the evaluations identified use a combination of qualitative and quantitative methods. The most frequently used qualitative methods include questionnaire surveys, interviews and focus groups. In quantitative methods, statistical analysis of the descriptive type is most commonly used. The use of counterfactual analysis or other more sophisticated qualitative methods is relatively rare.

In terms of the phase in which the programme being evaluated is, the largest group is represented by ex-post evaluations. The reasons for this practice can be found in the requirements of the European Social Fund, which is the most frequent source of funding for NEET programmes in the surveyed countries and which requires ex-post evaluation of supported programmes as a mandatory component.

In relation to the evaluator relationship with the implementer of the program in the subject of the evaluation, it can be stated that despite the presence of a number of evaluations carried out internally, the dominant group is made up of evaluations that were carried out externally, i.e., outside the evaluated programme implementer.

In relation to the evaluation results, it is not possible to say if the existing evaluations have had any impact on NEETs-related policies in the involved countries. During the desk research carried out in preparation of the present study, no statements were identified about ways in which policy-making may build on evidence resulting from previous evaluations.

5. References – The country reports

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SBA (2022) *Evaluation practices assessing the impacts of initiatives targeting 25+ NEETs. Country Report – Slovak Republic*. Slovak Business Agency. Lost Millennials – Transnational Research Network for the Evaluation of Initiatives Targeting 25+ NEETs. Available at <https://lostmillennials.eu>

6. Annex – List of identified evaluations

<i>Country</i>	<i>Elaborated by</i>	<i>Title of the evaluation in English</i>	<i>Title of the evaluation in the local language (if exists)</i>	<i>Programme/ initiative/ project evaluated</i>	<i>Period of evaluation</i>	<i>Ex ante/ mid-term/ Ex post /other</i>	<i>Qualitative/ Quantitative/ Mixed</i>	<i>Evaluation commissioned (internally /externally/ combined)</i>	<i>Evaluated as (successful/ rather successful/ not successful/ cannot be said)</i>	<i>Recommendations</i>	<i>Link to evaluation outputs</i>
BG	<i>Ecorys and Proxima Consulting (2013)</i>	<i>Ex Ante Evaluation of Operational Programme Human Resources Management for the Time Period 2014-2020</i>		<i>Operational Programme Human Resources Development.</i>	<i>n/a</i>	<i>Ex-ante</i>	<i>Mixed</i>	<i>Combined</i>	<i>n/a</i>	<i>No</i>	Link
BG	<i>Ecorys (2015)</i>	<i>A Follow-up Evaluation of the Contribution Made by Active Labour Market Policies for the Alteration of Selected Indicators</i>		<i>This is a cumulative report that evaluated the range of activities implemented in the field of active labour market policy. A</i>	<i>2000-2011</i>	<i>Ex-post</i>	<i>Quantitative</i>	<i>External</i>	<i>n/a</i>	<i>No</i>	Link

		<i>Characterising the Economic and Social Development of the Country for the Time Period 2000-2011</i>		<i>total of 23 different programmes/projects were identified in the evaluation report. The most significant of these are Regional Employment Programmes; Activation of Inactive Persons; Career Start Programme; Encouraging Employers to Hire Unemployed up to 29.</i>							
BG	<i>I-Research Association (2017)</i>	<i>Conducting Evaluations of the Individual-level Effects of Active Labour Market Policies Financed Under the State Budget: Net Evaluation of the Programmes and Measures Included in</i>		<i>This is a cumulative report that evaluated the range of activities implemented in the field of active labour market policy. A total of 27 different programmes/projects were identified in the evaluation</i>	<i>2015-2017</i>	<i>Ex-post</i>	<i>Quantitative</i>	<i>External</i>	<i>n/a</i>	<i>No</i>	Link

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		<i>the National Employment Action Plan</i>		<i>report. The most significant of these are e.g., Activation of Inactive Persons; Assistants to Persons with Disabilities; Beautiful Bulgaria, etc.</i>							
BG	I- Research Association (2019)	<i>Conducting Evaluations of the Individual-level Effects of Active Labour Market Policies Financed Under the State Budget (Net Evaluation). Ministry of Labour and Social Policy.</i>		<i>This is a cumulative report that evaluated the range of activities implemented in the field of active labour market policy. A total of 19 different programmes/projects were identified in the evaluation report. The most significant of these are Step Forward; Training and Employment Programme for Long-term</i>	2017-2019'	Ex-post	Quantitative	External	n/a	No	Link

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				<i>Unemployed; Career Start Programme</i>							
BG	Angelova et al. (2019)	Evaluation of Measures Under the Youth Employment Initiative Within the Framework of Priority Axis 1 of the Operational Programme Human Resources Development 2014-2020		Assessment of one of the procedures within Axis 1 of the Operational programme 'Development of the Human Resources'	2014-2021	Ex-post	Mixed	internal	rather successful	Yes	Link
BG		Evaluation of Measures Under the Youth Employment Initiative Within the Framework of Priority Axis 1 of the Operational Programme Human Resources Development 2014-2020		Ready for Work	2016-2017	Ex-post	Quantitative	external	rather successful	No	

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BG		<i>Evaluation of Measures Under the Youth Employment Initiative Within the Framework of Priority Axis 1 of the Operational Programme Human Resources Development 2014-2020</i>		Training and Employment for Youths	2016-2017	<i>Ex-post</i>	Quantitative	<i>external</i>	<i>cannot be said</i>	No	
BG		<i>Gamified platform and open online course in Social Entrepreneurship for female learners and students from diverse fields of study.</i>		<i>Open Mind Project (Erasmus+ Program)</i>		<i>Ex-post</i>	<i>Mixed</i>	<i>Internal</i>	<i>cannot be said</i>	Yes	Link
BG		<i>Vocational Guidance Project</i>		<i>Media Platform</i>		<i>Ex-post</i>	<i>Mixed</i>	<i>External</i>	<i>cannot be said</i>	No	Link
BG		<i>System for Recognition, Validation and Accreditation of Skills, Knowledge</i>		<i>EQAVET (Erasmus+ Program)</i>	09/2016 - 06/2017	<i>Ex-post</i>		<i>Internal</i>	<i>cannot be said</i>	No	Link

		<i>and Competencies of Supported Employment Providers for People With Disabilities</i>									
BG		<i>Quality of youth career guidance and nowadays media literacy</i>		<i>QYCGuidance Project (Erasmus+ Program)</i>		<i>Ex-ante</i>					Link
BG		<i>From Inclusive Education to Real Scale Transfer</i>		<i>FIERST Project (Erasmus+ Program)</i>		<i>Ex-post</i>					Link
CZ		<i>Verification of the benefits of Housing-First project for housed people – A qualitative study</i>	<i>OVĚŘENÍ PŘÍNOSŮ PROJEKTŮ HOUSING FIRST PRO ZABYDLENÉ OSOBY – KVALITATIVNÍ ŠETŘENÍ</i>	<i>Call no. 108 Support for Housing First</i>	<i>11-12/2021</i>	<i>Mid-term</i>	<i>Qualitative</i>	<i>External</i>	<i>Successful</i>	<i>No</i>	<i>Link</i>

CZ		<i>Evaluation of Call No. 108 OPZ - Support for the Housing First Programme</i>	<i>Vyhodnocení výzvy č. 108 OPZ – Podpora programu Housing First</i>	<i>Call. No. 108 OPZ – Support for the Housing First</i>	<i>08/2019 – 1/2022</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>Internal</i>	<i>Successful</i>	<i>No</i>	<i>Link</i>
CZ		<i>Process evaluation of the implementation of the Coordinated Approach to socially excluded localities under the Operational Programme Employment</i>	<i>Procesní evaluace implementace Koordinovaného přístupu k sociálně vyloučeným lokalitám v rámci Operačního programu Zaměstnanost</i>	<i>Coordinated Approach to socially excluded localities (ESF)</i>	<i>08/2018</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>Link</i>
CZ		<i>Evaluation of the call for international mobility for disadvantaged youth</i>	<i>Evaluace výzvy mezinárodní mobility pro</i>	<i>International mobility for disadvantaged youth (Call No. 32) (ESF)</i>	<i>08/2019</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>Combination</i>	<i>Successful</i>	<i>Yes</i>	<i>Link</i>

			<i>znevýhodněn ou mládež</i>								
CZ		<i>Qualitative research on the benefits of international mobility projects and social inclusion of disadvantaged youth</i>	<i>Kvalitativní šetření přínosů projektů mezinárodní mobility a sociálního začleňování znevýhodněn é mládeže</i>	<i>International mobility and social inclusion of disadvantaged youth (Call No. 59) (ESF)</i>	<i>04- 05/2022</i>	<i>Mid-term</i>	<i>Qualitative</i>	<i>External</i>	<i>Rather Successful</i>	<i>No</i>	<i>Link</i>
CZ		<i>Analysis of NOPP- SÚMP and NOP-VPP projects based on data from ESF 2014+</i>	<i>Analýza projektu NOPP-SÚPM a NOPP-VPP na základě dat IS ESF 2014+</i>	<i>New job opportunities - socially useful reserved jobs New job opportunities - public works (ESF)</i>	<i>08/2021</i>	<i>Ex-post</i>	<i>Quantitative</i>	<i>Internal</i>	<i>Cannot be said</i>	<i>No</i>	<i>Link</i>
CZ		<i>Evaluation of the project 'Educate for Growth! Job Opportunities</i>	<i>Evaluace projektu 'Vzdělávejte se pro růst! Pracovní příležitosti'</i>	<i>Educate yourself for growth! - job opportunities ESF</i>	<i>06/2015</i>	<i>Ex post</i>	<i>Mixed</i>	<i>Internal</i>	<i>Successful</i>	<i>Yes</i>	<i>Link</i>

CZ		<i>Evaluation of the Youth Employment Initiative (YEI) in the Czech Republic</i>	<i>Evaluace iniciativy na podporu zaměstnanosti mladých v ČR</i>	<i>The Youth Guarantee (many indicated initiatives included)</i>	<i>12/2018</i>	<i>Mid-term</i>	<i>mixed</i>	<i>Combination</i>	<i>Successful</i>	<i>Yes</i>	<i>Link</i>
CZ		<i>Evaluation of the Youth Employment Initiative</i>	<i>Evaluace iniciativy na podporu zaměstnanosti mladých v ČR</i>	<i>The Youth Guarantee (many indicated initiatives included)</i>	<i>12/2018</i>	<i>Ex-ante</i>	<i>Qualitative</i>	<i>Internal</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>Link</i>
CZ		<i>Qualitative investigation of YEI projects</i>	<i>Kvalitativní šetření projektu YEI</i>	<i>Mid-term (entry report) and ex post (final report)</i>	<i>08/2018</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>Combination</i>	<i>Successful</i>	<i>Yes</i>	<i>Link</i>
CZ		<i>Qualitative investigation of YEI projects</i>	<i>Kvalitativní šetření projektu YEI</i>	<i>Mid-term (entry report) and ex post (final report)</i>	<i>08/2018</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>Link</i>
GR		<i>Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the</i>		<i>Entry voucher for young people up to 29 years old in private companies in the sector</i>	<i>07/2017 - 06/2018</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>Combination</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>found here.</i>

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		<i>OP ANAD EDBM 2014-2020</i>									
GR		<i>Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020</i>		<i>Initiative of Training, Certification and Counselling for unemployed young people 18-24 years old in the field of supply chain - logistics</i>		<i>Ex-post</i>	<i>Qualitative</i>	<i>Internal</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>During this evalua tion</i>
GR		<i>Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the OP ANAD EDBM 2014-2020</i>		<i>Entry voucher for young people up to 29 years old in private sector companies</i>	<i>06- 07/2018</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>Internal</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>The evalua tion was carried</i>
GR		<i>Study for the 2nd Evaluation of the interventions of the Initiative for the Employment of Youth (PAN) of the</i>		<i>Evaluation of the Youth Employment Initiative Interventions in 2015 (February 2016)</i>	<i>2014- 2015</i>	<i>Ex-post</i>	<i>Mixed</i>	<i>Internal</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>progra m, the evalua tion was carried</i>

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		<i>OP ANAD EDBM 2014-2020</i>									
ES		<i>Operational Program for Youth Employment (POEJ), Axis 1. Promoting sustainable and quality employment and supporting labour mobility</i>		<i>Operational Programme for Youth Employment (POEJ) 2017</i>	<i>07/2017</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>external</i>	<i>Rather unsuccessful</i>	<i>yes</i>	Link Link
ES		<i>Youth Employment Initiative (Priority Axis 5 of Operational Programme for Youth Employment, POEJ)</i>		<i>Youth Employment Initiative (Priority axis 5 of Operational Programme for Youth Employment)</i>	<i>12/2018</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	Link
ES		<i>Operational Program for Youth Employment (POEJ)</i>		<i>Youth Employment Operational Programme (POEJ) 2019</i>	<i>2017- 2018</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	Link
ES		<i>PULSA Employment, Activation program, orientation and support for Young People</i>		<i>Operational Program for Youth Employment</i>	<i>2018</i>	<i>Mid-term</i>	<i>Quantitative</i>	<i>internal</i>	<i>successful</i>	<i>Yes</i>	Link

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ES		<i>PULSA Employment, Activation program, orientation and support for Young People</i>		<i>Operational Program for Youth Employment</i>	2018	Mid-term	Quantitative	internal	rather successful	No	Link
ES		<i>Training Program for Youth Employment in the Digital Economy (Formación en Economía Digital)</i>		<i>Execution Report of the Operational Program for Youth Employment</i>	2018	Mid-term	Quantitative	internal	successful	No	Link
ES		<i>Training Program for Youth Employment in the Digital Economy (Formación en Economía Digital)</i>		<i>Model form for the presentation of best practices for actions cofinanced with the European social fund</i>	2019	Mid-term	Quantitative	internal	successful	No	Link
ES		<i>Access Program</i>	<i>Programa Acceder</i>	<i>Access Program</i>	2000-2019	Mid-term	Mixed	internal	successful	Yes	Link
ES		<i>Training Program in Alternation with the Employment of Innovation and Talent (PIT) of the region of Extremadura in 2017-2018</i>		<i>Youth Employment Operational Programme (POEJ)</i>	06/2019	Mid-term	Mixed	external	Rather Successful	Yes	Link Link

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ES		Programme TLN Mobilicat 2017 in Catalonia		Youth Employment Operational Programme (POEJ)	06/2020	Mid-term	Mixed	external	Rather Successful	Yes	Link Link
HU	Adamecz, Bördős, et al. (2013) ⁴	Evaluating the impacts and targeting of labour market programmes	Foglalkoztat hatóságok javító beavatkozások célcsoport- és hatásvizsgálata	TÁMOP 1.1.1, TÁMOP 1.1.2, TÁMOP 1.1.3, TÁMOP 1.2.1, TÁMOP 2.1.1	2009-2013	Ex post	Qualitative	external	rather successful	No	Link
HU	Adamecz, Czafit, et al. (2013)	Roma Inclusion and Impact Evaluation of Two Mainstream EU-Funded Active Labour Market Programmes	xxx	TÁMOP 1.1.2, TÁMOP 2.2.1	2007-2012	Ex post	Qualitative	external	cannot be said	Yes	Link
HU	Adamecz-Völgyi, Csillag, and	Might Training Programmes Ease Labour Shortage? The Targeting and Effectiveness of	xxx	trainings offered in various ALMPs	2010-2014	Ex post	Qualitative	external	rather successful	No	Link

⁴ A journal article in English on the evaluation of the TÁMOP 1.1.1 – written by the same authors and using the same methodology and data – was later published in the Scandinavian Journal of Public Health (Adamecz-Völgyi et al. 2018).

	<i>Scharle (2018)</i>	<i>Training Programmes Organised or Financed by Local Employment Offices of the Hungarian Public Employment Service</i>									
<i>HU</i>	<i>Stratego polis (2018)</i>	<i>Evaluating the effectiveness of ALMPs – Impacts, results, room for improvement: based on international evidence, the impact assessment of Hungarian measures and analysis of the employment policy</i>	<i>Aktív munkaerőpiaci eszközök eredményességének értékelése - Hatásosság, eredmények, javítási lehetőségek: Nemzetközi szakirodalom, hazai eszközök hatásvizsgálata és a rendszer</i>	<i>measures (trainings and wage subsidies) offered in various ALMPs</i>	<i>2009-2017</i>	<i>Ex post</i>	<i>Mixed</i>	<i>external</i>	<i>cannot be said</i>	<i>Yes</i>	<i>not accessible online</i>

			<i>értékelése alapján</i>								
<i>HU</i>	<i>Equinox and HÉTFA (2021)</i>	<i>Evaluation of programmes supporting social enterprises</i>	<i>Társadalmi célú vállalkozások at támogató intézkedések értékelése</i>	<i>programmes supporting social enterprises/social cooperatives (TÁMOP 2.4.3, 1.4.3, GINOP 5.1.3, 5.1.7, EFOP 1.11.1, Focus Programme)</i>	<i>2007-2020</i>	<i>Ex post</i>	<i>Mixed</i>	<i>external</i>	<i>cannot be said</i>	<i>Yes</i>	Link
<i>HU</i>	<i>Messing and Árendás (2019)</i>	<i>Report on the impact of Bridge to Business programme on participating Roma youth</i>	<i>Xxx</i>	<i>HRom (Bridge to Business)</i>	<i>2017-2019</i>	<i>Ex post</i>	<i>Mixed</i>	<i>combination</i>	<i>rather successful</i>	<i>No</i>	Link
<i>HU</i>	<i>Nagy and Hárs (2021)</i>	<i>Assessing measures aiming at supporting labour market integration</i>	<i>A munkaerőpiaci integrációt támogató konstrukciók értékelése</i>	<i>various EDIOP/GINOP and TSDOP/TOP programmes during the 2014-2020 programming period (GINOP 5.1.1, 5.1.5, 5.2.1 [Youth Guarantee], TOP 5.1.1, 5.1.2, 6.8.2)</i>	<i>2014-2020</i>	<i>Ex post</i>	<i>Mixed</i>	<i>combination</i>	<i>cannot be said</i>	<i>Yes</i>	Link

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HU	KOPINT-TÁRKI (2020)	Evaluating the Hungarian National Social Inclusion Strategy (HNSIS)	A Magyar Nemzeti Társadalmi Felzárkózási Stratégia (MNTFS) érvényesülésének értékelése	various programmes that are backed up by the HNSIS: e.g., EFOP 1.1.2, 1.1.3, 1.11.1; GINOP 5.1.1, 5.2.1 etc.)	2014-2020	Mid term	Qualitative	external	cannot be said	Yes	Link
HU	Koltai et al. (2018)	Impacts of public works programmes on the local economy and society	A közfoglalkoztatás hatása a helyi gazdaságra, helyi társadalomra	public works programmes	2018	Mid term	Qualitative	external	cannot be said	Yes	Link
HU	HÉTFÁ and Revita (2013)	Evaluating initiatives aiming at improving employability	Foglalkoztatás javítását szolgáló intézkedések értékelése	ALMPs financed under priority axes 1 & 2 of TÁMOP/SIOP	2007-2013	Ex post	Ex post	external	cannot be said	Yes	Link

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HU	Szabó-Morvai (2016)	Growing / Women's Opportunities – evaluating the SIOP 5.3.1-B programme	Nő az esély - A TÁMOP 5.3.1-B program értékelése és hatásvizsgálat	Growing / Women's Opportunities – TÁMOP/SIOP 5.3.1-B	2016	Mid term	Mixed	external	rather unsuccessful	Yes	not accessible online
HU	Századvég (2016)	Ex post evaluation of interventions aiming at improving employability and the social economy	A foglalkoztatottság javításához és a szociális gazdasághoz kapcsolódó intézkedések ex post értékelése	Employment programmes in the framework of the TÁMOP priority axes 1, 2 and 5 (e.g.: TÁMOP 1.1.2, 1.4.6, 5.3.1)	2007-2013	Ex post	Qualitative	external	cannot be said	Yes	Link
HU	BCG (2015)	Integrom Program - Breaking Barriers to The Labor Market	xxx	Integrom	2015	Ex post	Qualitative	internal	rather successful	Yes	Link
MT	The Government of Malta (2014)	Cohort Study on the Operational Programme II. 2007-13: Empowering People for More Jobs	Cohort Study on the Operational Programme II. 2007-13: Empowering	Empowering People for More Jobs and a Better Quality of Life	2011-2014	Mid-term	Qualitative	External	Rather Successful	No	Link

		<i>and a Better Quality of Life - ESF</i>	<i>People for More Jobs and a Better Quality of Life - ESF</i>								
<i>MT</i>	<i>PriceWaterhouseCoopers (2015)</i>	<i>Assessment of the contribution of OP II (2007-13) initiatives to education and lifelong learning and the enhancement of the employability and adaptability of the workforce</i>	<i>Assessment of the contribution of OP II (2007-13) initiatives to education and lifelong learning and the enhancement of the employability and adaptability of the workforce</i>		<i>2013-2014</i>	<i>Mid-term</i>	<i>quantitative</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	<i>Link</i>
<i>MT</i>	<i>The Government of</i>	<i>Ex-ante Evaluation of Malta's OP II Investing in Human Capital to Create</i>	<i>Ex-ante Evaluation of Malta's OP II Investing in</i>		<i>n/a</i>	<i>Ex-ante</i>	<i>Mixed</i>	<i>External</i>	<i>n/a</i>	<i>Yes</i>	<i>Link</i>

	<i>Malta (2013)</i>	<i>More Opportunities and Promote the Wellbeing of Society 2014-2020</i>	<i>Human Capital to Create More Opportunities and Promote the Wellbeing of Society 2014-2020</i>								
<i>MT</i>	<i>Grant Thornton Services (2017)</i>	<i>Mid-term Evaluation on Erasmus+ 2014-2020 implementation in Malta</i>	<i>Mid-term Evaluation on Erasmus+ 2014-2020 implementation in Malta</i>	<i>Erasmus+</i>	<i>2014-2017</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>External</i>	<i>Successful</i>	<i>Yes</i>	<i>Link</i>
<i>PL</i>		<i>Mid-term evaluation of 'Economically Active' project, realised by Powiat Labour Office in Sandamierz as a part of 6.1.3. Human Capital Operational Program</i>	<i>Ewaluacja mid-term projektu systemowego o AKTYWNI ZAWODOWO , realizowanego przez Powiatowy Urząd Pracy</i>	<i>Aktywni Zawodowo [Economically Active]</i>	<i>2010</i>	<i>Mid-term</i>	<i>Mixed</i>	<i>External</i>	<i>Successful</i>	<i>Yes</i>	<i>LINK</i>

			<p>w Sandomierzu w ramach Poddziałania 6.1.3 Programu Operacyjnego o Kapitał Ludzki</p>								
PL		<p>Report on 'Youth on the Labour Market' initiative</p>	<p>Młodzi na rynku pracy - raport z badania</p>	<p>Młodzi na Rynku Pracy [Youth on the Labour Market]</p>	2012	Ex post	Quantitative	External	Cannot be said	No	LINK
PL		<p>Good reaction practices to NEETs on national and international level: MOS-t w przyszłość project</p>	<p>Dobre praktyki zagraniczne i krajowe w zakresie przeciwdziałania zjawisku NEET: Projekt MOS-t w przyszłość</p>	<p>MOS-t w przyszłość</p>	2013	Ex ante	Mixed	External	Rather Successful	No	LINK

PL		<i>Summary of project 'New Perspectives'</i>	<i>Podsumowa nie projektu konkursowego 'Nowe perspektywy'</i>	<i>Nowe perspektywy ['New perspectives']</i>	2013	<i>Ex post</i>	<i>Qualitative</i>	<i>External</i>	<i>Successful</i>	<i>No</i>	LINK
PL		<i>Support for Youth on Mazovian Labour Market</i>	<i>Wsparcie młodych osób na mazowieckim rynku pracy.</i>	<i>Wsparcie młodych osób na mazowieckim rynku pracy. [Support for Youth on Mazovian Labour Market]</i>	2014	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL		<i>European Mobility for creating better employment opportunities for students and school development</i>	<i>Mobilności europejskie szansą lepszego zatrudnienia dla uczniów i rozwoju szkoły</i>	<i>Mobilności europejskie szansą lepszego zatrudnienia dla uczniów i rozwoju szkoły [European Mobility for creating better employment opportunities for students and school development]</i>	2015	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Successful</i>	<i>Yes</i>	LINK
PL		<i>Evaluation of systematic project 'Socio-occupational activation - a</i>	<i>Raport z ewaluacji projektu systemowego</i>	<i>Aktywizacja społeczno – zawodowa szansą na usamodzielnienie</i>	2015	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Rather Successful</i>	<i>Yes</i>	LINK

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		<i>chance for independence' realised in the period between 2008 and 2015</i>	<i>o 'Aktywizacja społeczno – zawodowa szansą na usamodzielnienie' realizowanego w latach 2008-2015</i>	<i>[Socio-occupational activation - a chance for independence]</i>							
PL		<i>Self-reinvention</i>	<i>Pomysł na siebie</i>	<i>Self-reinvention</i>	<i>2016</i>	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL		<i>Equal on the Labour Market</i>	<i>Równi na rynku pracy</i>	<i>Równi na rynku pracy [Equal on the Labour Market]</i>	<i>2016</i>	<i>Ex post</i>	<i>Qualitative</i>	<i>Internal</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL		<i>Akcja Aktywizacja</i>	<i>Akcja Aktywizacja</i>	<i>Akcja Aktywizacja</i>	<i>2017</i>	<i>Ex post</i>	<i>Quantitative</i>	<i>Internal</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL			<i>Raport z badań FGI z Młodzieżą (uczniami, absolwentami oraz tzw. NEET) przeprowadz</i>	<i>DUAL. Ponadnarodowa Współpraca w Kierunku Wspierania Kształcenia Dualnego w Placówkach Szkolenia i</i>	<i>2018</i>	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	<i>No</i>	LINK

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			<p>onych w ramach projektu 'DUAL. Ponadnarodowa Współpraca w Kierunku Wspierania Kształcenia Dualnego w Placówkach Szkolenia i Kształcenia Zawodowego '</p>	<p>Kształcenia Zawodowego</p>							
PL		<p>Report from Evaluation Study of the Pilot program 'Active Local Government'</p>	<p>Raport końcowy z badania ewaluacyjnego pilotażowego programu 'Aktywny samorząd'</p>	<p>Active Local Government</p>	2018	Ex post	Quantitative	External	Successful	No	LINK

PL		<i>Evaluation report 'Practice and continuous development for career success'</i>	<i>Raport z ewaluacji projektu 'Praktyka i stały rozwój drogą do sukcesu zawodowego'</i>	<i>Praktyka i stały rozwój drogą do sukcesu zawodowego. [Practice and continuous development for career success]</i>	2019	Mid term	Mixed	External	Successful	Yes	LINK
PL		<i>Midterm evaluation of material and financial progress of Operational Program Knowledge, Education and Development (2014-2020) and calculation of long-term result indicator</i>	<i>Ewaluacja mid-term postępu rzeczowego i finansowego Programu Operacyjnego o Wiedza Edukacja Rozwój 2014-2020 (POWER) oraz wyliczenie wartości wskaźnika rezultatu</i>	<i>POWER [Operational Program Knowledge, Education Development]</i>	2019	Mid.term	Mixed	External	Cannot be said	No	LINK

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			<i>długoterminowego</i>								
PL		<i>From Training to Employment - project finished</i>	<i>‘Od szkolenia do zatrudnienia’ – projekt zakończony</i>	<i>Od szkolenia do zatrudnienia [From Training to Employment]</i>	2020	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	No	LINK
PL		<i>Stop and Go - group career guidance</i>	<i>Stop and Go Metoda grupowego poradnictwa kariery</i>	<i>Sop and Go - adaptacja innowacyjnej metody poradnictwa kariery [Stop and Go - adaptation of innovative method of career guidance]</i>	2020	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	Yes	LINK
PL		<i>Study report from workshops on Occupational Therapy</i>	<i>Raport z badania warsztatów Terapii Zająciowej.</i>	<i>Aktywni niepełnosprawni - narzędzia wsparcia samodzielności osób PL niepełnosprawnych [Active people with disabilities - supporting the independence of</i>	2021	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	Yes	LINK

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				<i>people with disabilities]</i>							
PL		<i>Summary of project 'New Perspectives 2'</i>	<i>Podsumowa nie projektu konkursowego 'Nowe perspektywy 2'</i>	<i>Nowe perspektywy 2 ['New perspectives 2']</i>	<i>2014 (estimated)</i>	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Successful</i>	<i>No</i>	LINK
PL		<i>Project 'Creating Green Jobs for NEETs' - finished</i>	<i>Projekt 'Zielone miejsca pracy szansą dla NEET' – zakończony</i>	<i>Creating Green Jobs for NEETs</i>	<i>2019 - 2020 (estimated)</i>	<i>Ex post</i>	<i>Mixed</i>	<i>External</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL			<i>Akcja Aktywizacja</i>	<i>Akcja Aktywizacja</i>	<i>2021 (estimated)</i>	<i>Ex post</i>	<i>Quantitative</i>	<i>Internal</i>	<i>Cannot be said</i>	<i>No</i>	LINK
PL		<i>Evaluation of systematic project 'Better Tomorrow' realised by Powiat Labour Office in Opoczno as a part of 6.1.3 Human Capital Operational Program</i>	<i>Raport z ewaluacji projektu systemowego pn. 'Lepsze jutro' realizowanego przez</i>	<i>'Lepsze jutro' [Better Tomorrow]</i>	<i>Not defined</i>	<i>Mid term</i>	<i>Quantitative</i>	<i>External</i>	<i>Cannot be said</i>	<i>Yes</i>	LINK

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			<i>Powiatowy Urząd Pracy w Opocznie w ramach Poddziałania 6.1.3 Programu Operacyjnego o Kapitał Ludzki</i>								
RO		EX-POST EVALUATION STUDY OF THE NATIONAL RURAL DEVELOPMENT PROGRAMME 2007- 2013			2014 – 2020	Ex ante	Qualitative	<i>External</i>		Yes	
RO		Ad-hoc evaluation of the intervention of POSDRU regarding the Roma population - Evaluation Report			2007 - 2013	Ex post	Mixed	combinatio n	rather successful	Yes	
RO		Report on the Evaluation of Public Policies in the Field of Youth, with an			01.01.2 007 –	Mid term	Mixed	External	rather unsuccessful	Yes	

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		Emphasis on Apprenticeships			31.21.2013						
RO		Implementarea Planului de Evaluare a Programului Operațional Capital Uman 2014-2020 - Evaluarea intervențiilor POCU în domeniul educație	Implementarea Planului de Evaluare a Programului Operațional Capital Uman 2014-2020 - Evaluarea intervențiilor POCU în domeniul educație		2014-2018	Mid term	Mixed	External	rather unsuccessful	Yes	
RO		Implementation of the Evaluation Plan of the Human Capital Operational Programme (HCOP) 2014-2020 Evaluation Report for 2019			July 2019 - February 2020	Ex post	Mixed	External	rather unsuccessful	Yes	
RO		Implementation of the Evaluation Plan of the Human Capital			2014 – 2019	Mid term	Mixed	External	rather successful	Yes	

		Operational Programme (HCOP) 2014-2020 Lot 1: Evaluation of social inclusion interventions									
RO		Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014-2020			6 May 2020 – 5 January 2021	Mid term	Mixed	External	rather unsuccessful	Yes	
RO		Retrospective evaluation of the Human Resources Development OP (HRDOP), 2007-2013 Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014-2020 Evaluation of labour			April 2019 – April 2020	Ex post	Mixed	External	rather unsuccessful		

		force occupations interventions									
SK	MPSVaR SR (2018)	<i>Assessment of the effectiveness, efficiency and impact of the joint ESF support and the specific allocation to the initiative to support youth employment</i>	Posúdenie účinnosti, efektívnosti a vplyvu spoločnej podpory z ESF a osobitne vyčlenených prostriedkov na iniciatívu na podporu zamestnanosti mladých ľudí	<i>Youth Employment Initiative</i>	2014-2018	<i>Mid term</i>	<i>Mixed</i>	<i>External</i>	<i>Cannot be said</i>	<i>No</i>	Link
SK	Octigon, a.s., Projekto vé služby, s.r.o., RADELA s.r.o. (2021)	<i>Evaluation of the progress towards meeting the objectives of the priority axis Youth Employment Initiative of the operational program Human Resources</i>	<i>Hodnotenie pokroku k naplneniu cieľov PO Iniciatívy na podporu zamestnanosti mladých ľudí</i>	<i>Youth Employment Initiative</i>	2014-2018	<i>Ex post</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Succesfull</i>	<i>Yes</i>	Link

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			<i>ľudí v rámci OP ĽZ</i>								
SK	Octigon, a.s., Projektové služby, s.r.o., RADELA s.r.o. (2021)	<i>Evaluation of the achievement of the objectives and impacts of the priority axis Youth Employment Initiatives</i>	Hodnotenie plnenia stanovených cieľov a dopadov prioritnej osi Iniciatívy na podporu zamestnanosti mladých ľudí	<i>Youth Employment Initiative</i>	2014-2018	<i>Ex post</i>	<i>Mixed</i>	<i>External</i>	<i>Rather Successful</i>	Yes	Link
SK	Švábová, L.; Kramárová, K. (2021)	<i>An analysis of participation factors and effects of the active labour market measure Graduate practice in Slovakia - Counterfactual approach</i>	<i>n/a</i>	<i>Graduate Practice</i>	2016-2018	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Successful</i>	Yes	Link
SK	Štefánik, M.; Hašková, M.; Lafférs,	<i>Implementation of policies in the area of employment from the perspective of social partners, the</i>	Realizácia politik v oblasti zamestnanosti z pohľadu	<i>Selected measures of Active Labour Market Policy</i>	2010-2020	<i>Ex post</i>	<i>Quantitative</i>	<i>External</i>	<i>Can not be said</i>	No	Link

	L.; Mudroň ová, M. Polačko vá, Z. (2021)	<i>introduction of a quality assessment system of public services employment, evaluation of the impact of active market measures</i>	sociálnych partnerov, zavedenie systému hodnotenia kvality verejných služieb zamestnanos ti, hodnotenie dopadov aktívnych opatrení trhu	<i>(graduate practice included)</i>							
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