

SOC-Avalua

ACTIVE EMPLOYMENT POLICIES EVALUATION IN CATALONIA

Eurodyssey programme

2016-2019

Credits



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Presentation

This report contains the results of the work carried out on the design evaluation of the Eurodyssey programme during the period in which the Catalan Public Employment Service has been leading the aforesaid programme (2017-2021). This work has allowed to evaluate its appropriateness in terms of conceptual design, basic consistency, convenience of hypothesis, and, partly, its operation and the degree of objectives achievement, as well as to propose some ideas to improve operational efficiency.

The following chapters and the design evaluation show how the initial goals have been fulfilled:

- The survey filled out by 14 of the 20 members of the network has allowed to analyse the goals, the target group and the views on the activities of the programme in different regions, among others.
- The discussion groups who talked to 10 of the 143 participants to Eurodyssey between 2016 and 2019 have analysed the experience of those people during their stay in the country where they lived and worked in the frame of the programme and have evaluated the implementation of the activities and the objectives achievement, especially regarding the improvement of the employment rate.
- An approximation has been done to check whether the achieved results comply with the initial goals. For that purpose, the integration of 103 participants during the period 2016-2019 has been measured.
- The design of the programme has also been analysed to know in what extent it is contributing to a change and having an impact on the people who do these internships, checking whether this effectively helps them to open up to the community where they live and work and analysing the changes it produces regarding the improvement of their employability.
- Finally, a series of improvement proposals have been submitted on the basis of the evaluation of the programme design.

Together with this presentation, the chapter on methodology shows the working process that has been carried out, and the chapter on the design of the Eurodyssey Programme presents the details of the target group, the situation the programme wants to face and its Theory of Change.

The chapter related to the results of the evaluation has a first part that presents and evaluates the existing reality, and a second part that gives some answers to the questions related to the evaluation of the programme design in general: whether the Theory of Change has been identified, the way the activities are being carried out, what results are being obtained, how the participants are selected, and how the programme can be evaluated. The last part of the chapter is a summary of the main conclusions and of the proposals for improvement.

The last chapter contains the appendices related to the tools used to collect information (the survey filled out by the members of the network, the guidelines used by the discussion groups with the young participants), the summary of the contributions of the discussion groups and the graphics on the results of the survey (previously analysed and summed up, regarding both the evaluation and the conclusions), a section on the existing debate and the options of measurement of the employability, and a section on bibliography and sources consulted.

The main and most relevant conclusion of the design evaluation is that Eurodyssey is a very well-



designed programme based on logical and consistent foundations and on a well-thought and accurate Theory of Change. In addition, the programme includes all the recommendations of international and national evidence on mobility programmes.

A large consistency has been identified between the situation that is intended to be reverted (unemployment of young qualified people), the final goals (improvement of employment and occupational integration that match with the qualifications), the activities implemented to reach that goal, and the implicit assumptions of the Theory of Change.

In Catalonia, the occupational integration rate is rather high: 76% of the participants in the programme between 2016 and 2019 (64% in all the participating regions), of which 52% during the first six months after participating in the programme, and only 7% find a job twelve months later. Furthermore, 44% of the young people maintain the integration for one and a half year after participating in the programme, which represents a certain stability of the integration.

Although the data on occupational integration are very positive, the ones related to the quality of the obtained job are not so good. This is a characteristic of the current labour market that is rather relevant in order to avoid the continuity of job insecurity among young integrated people.

Considering the works carried out and the results obtained, the recommendations focus on the programme scope, the target group, the activities, the evaluation and the governance.

Programme scope: considering the quality of the design and of the results and impacts obtained, it is recommended to enhance the programme. Compared to other programmes of active occupation policies in general and to international mobility policies in particular, Eurodyssey, thanks to its design and its approach, shows a better competitiveness than other programmes aimed at solving youth unemployment.

Target group in Catalonia: it is recommended to focus on the target group, as the reference group is the group that is currently defined as target group. It would be more advisable to redefine the target group delimiting its age between 18 and 30, excluding the people aged between 30 and 35, and thus prioritising the inexperienced young people, as well as to define which temporal space is considered as a short work experience.

Activities: no observation of new activities that should be included nor existing ones that should be excluded. Therefore, it is recommended to generate synergies with existing institutions and services devoted to job counselling and assistance to returned expatriate staff.

Data culture and evaluability: it is recommended to establish an indicator of measurement of the increase of employability as well as a clarification of the information sources to measure it. It is also necessary to improve the registers of the existing data bases or the coordination of the access to the available regional and national data in order to flexibly and automatically obtain reliable data on occupational integration in jobs that match with the qualifications and on this integration.

Governance: the changes and improvements of the number of regions and of the programme scope are linked to both the entry of new regions as new members of the Assembly and a higher participation of the regions that are already members of the ARE in the Eurodyssey programme.

Promotion: considering the lack of knowledge about the programme by the local population, it is suggested to increase the promotion activities and to focus them on the target group. Nowadays, it seems that young people are the ones who look for the programme, and not the opposite.

Participant selection: it is recommended to prioritise vulnerable young population (under 30) that has no work experience. In Catalonia, a lack of territorial equity has also been observed regarding participant selection. This situation ought to be rebalanced. It would be convenient to know about the reality and the characteristics of the labour market in every region and to proceed to the participant selection on the basis of these needs or establishing quotas based on specific criteria (territorial distribution, sex, age and type of studies).

The selection criteria (match between the specific training, activity of the company where the internship is done, tasks to be fulfilled and personal motivation), are not considered to require any change, as they represent a strength of Eurodyssey, achieved thanks to its flexibility and its capacity of social integration.

Host companies and organizations: it is recommended to establish a series of criteria to select the host companies and organizations: experience in hosting internship participants, presence of a tutor of the internships, assistance to the new host companies and organizations. There is a clear need of a common protocol in order to improve the definition of the tasks to be done in the company during the internship.

Impact and counterfactual evaluation: it is recommended to carry out an impact and counterfactual evaluation in order to be able to rigorously state that the good results regarding occupational integration are exclusively due to the participation in the programme.

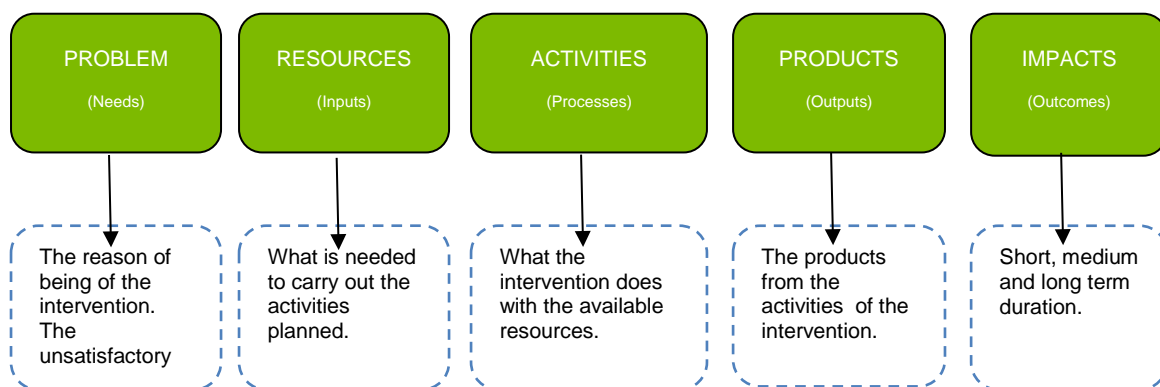


Evaluation goal

Among the different types of evaluations available, we opted for the **Design Evaluation**, which is specifically aimed at assessing the consistency and the foundations of the theoretical design of the project. Assessing the design of a project involves analysing the Theory of Change (from now on ToC), in order to be able to check whether the latter has been well conceived or not and thus correct or wrong.

The ToC of a project or programme is the description of how a project –or programme, in this case– is supposed to achieve the intended outcomes. It sets out the causal logic of how and why a programme will achieve intended outcomes”(sea diagram). In fact, this is the reason of being of the programme: “The Theory of Change is not only an attribute of public politics that has to be comprehended and described by the assessor in order to reach a better understanding of the nature of the intervention it has to assess; it is also the core of public politics: its theoretical foundations”¹.

Components of the Theory of Change:



Hypothesis 1: the nature, size and distribution of the problem justify the existence and the type of intervention

Hypothesis 2: there are enough resources to carry out the activities

Hypothesis 3: the activities are appropriate and can generate the products planned

Hypothesis 4: the products have the expected impacts on the intervention and justify its reason of being

It is worth mentioning that although this is a Design Evaluation, and not an Implementation Evaluation, the latter has been approached in order to verify if the design of the programme was appropriate. The qualitative work and the evidence review was carried out to clarify the goals, the activities and the results of the programme in the member countries of the network through the collection of information on their design and execution on the bases of the vision of both the leaders of the programme and the young participants (their work and life experiences, perceptions and expectations). Central aspects of the programme design and its implementation have been tackled: objectives, adequacy of the activities, expected and unexpected results obtained, existing deviations, changes produced regarding design and/or implementation, possibilities of

¹Jaume Blasco. Practical guide on Design evaluation. I vàlua 2009.



improvement, etc. Information about more specific aspects has also been collected: motivation of the people involved, level of self-esteem of the young participants, etc.).

In this context, the questions of the evaluation answered in the chapter Results of the evaluation are the following:

1. Has the Theory of Change of the programme been identified? Are the expectations being assumed? What about the risks? Is it in line with the existing knowledge?
2. How are the activities being implemented? Are the resources appropriate? What results are being obtained?
3. Are the participant selection criteria appropriate to cover the target group? Are the identified needs being addressed? Are the selection criteria of the companies in line with the target group?
4. What is the future evaluability of the programme? Have the goals, indicators and information systems been identified?



Methodology

Here is the detail of the different steps and tasks of the working process, which can be summed up in nine stages:

- 1 Revision of the scientific evidence, studies, evaluations and other similar reports.
- 2 Collection and analysis of the documental and statistic information on the programme.
- 3 Revision and formulation of the Theory of Change and of the Theory of Implementation of the programme.
- 4 Design and implementation of an online survey with the participation of 14 of the 20 member regions of Eurodyssey network.
- 5 Design and creation of two online discussion groups with 10 of the 143 young participants in the programme between 2016 and 2019.
- 6 Cross-analysis of the information and elaboration of the preliminar evaluation report.
- 7 Presentation to the Board of the Catalan Public Employment Service.
- 8 Comparison with the team of the Catalan Public Employment Service.
- 9 Presentation to the members of the network.



Design of the Eurodyssey programme

This chapter contains the detail of the key aspects of the programme: the target group and the situation it faces, and the formulation of the Theory of Change.

Target group

The target group of the Eurodyssey programme is defined by young people aged between 18 and 35, unemployed or with a contingent job, professionally qualified (vocational training, bachelor's degree, occupational training, certified work experience), with or without work experience, fluent in a European language, registered at the employment services of their corresponding region.

Situation faced

The social situation that the Eurodyssey programme aims to revert is defined as the existence of barriers for young qualified people who have no or little work experience to gain access to the labour market. This problem subsequently generates:

- Delay of the transition between training and employment
- Occupational integration in jobs that do not match with the qualifications (mismatch between training and employment)
- Youth unemployment
- Job insecurity

Theory of Change

In order to distinguish the activities and target outputs from the expected impacts more easily, the ToC is divided into the Implementation Theory and the Impact Theory.

Implementation Theory

If, in the frame of a European interregional reciprocity, young people who live in the European regions that belong to the programme, who are aged between 18 and 35, who have qualifications (vocational training, bachelor's degree, occupational training, certified work experience) and who have work experience (or not), do a professional internship in a company or public/private institution in another European region during a period of 3-7 months (maximum 6 months in Catalonia) in which they also follow a 2-to-4-week language and culture training (1 month in Catalonia) and are submitted to a personal monitoring during all the stay, in which they get some economic help from the host regional government to face the cost of their stay, they consequently achieve international work experience, improvement of the command of a foreign language, knowledge of a different culture and region, relevant skills and self-confidence.

Impact Theory



Therefore, the young people from European regions will break the entrance barriers of the labour market thanks to the improvement of their employability and their occupational integration will be improved, possibly in fields that match with their qualifications.

Theory of Change (narratively simplified for promotion purpose)

If, in the frame of a European interregional reciprocity, young people aged between 18 and 35 who have work experience do a professional internship in a company or public/private institution in another European region during a period of 3-7 months in which they also follow language and culture training and are submitted to a personal monitoring during all the stay, in which they get some economic help to face the cost of their stay, they consequently achieve an improvement of their CV, skills and self-confidence. Therefore, they will break the entrance barriers of the labour market thanks to the improvement of their employability and their occupational integration will be improved, possibly in fields that match with their qualifications.

Graphic of the Theory of Change



Components and hypothesis of the Theory of Change.



Assumptions: conditions that are assumed as true and considered as necessary for the hypothesis to come into effect. Although they are taken for granted, they do not always happen.



Risks and other factors: situations that may alter the events expected by the theory.



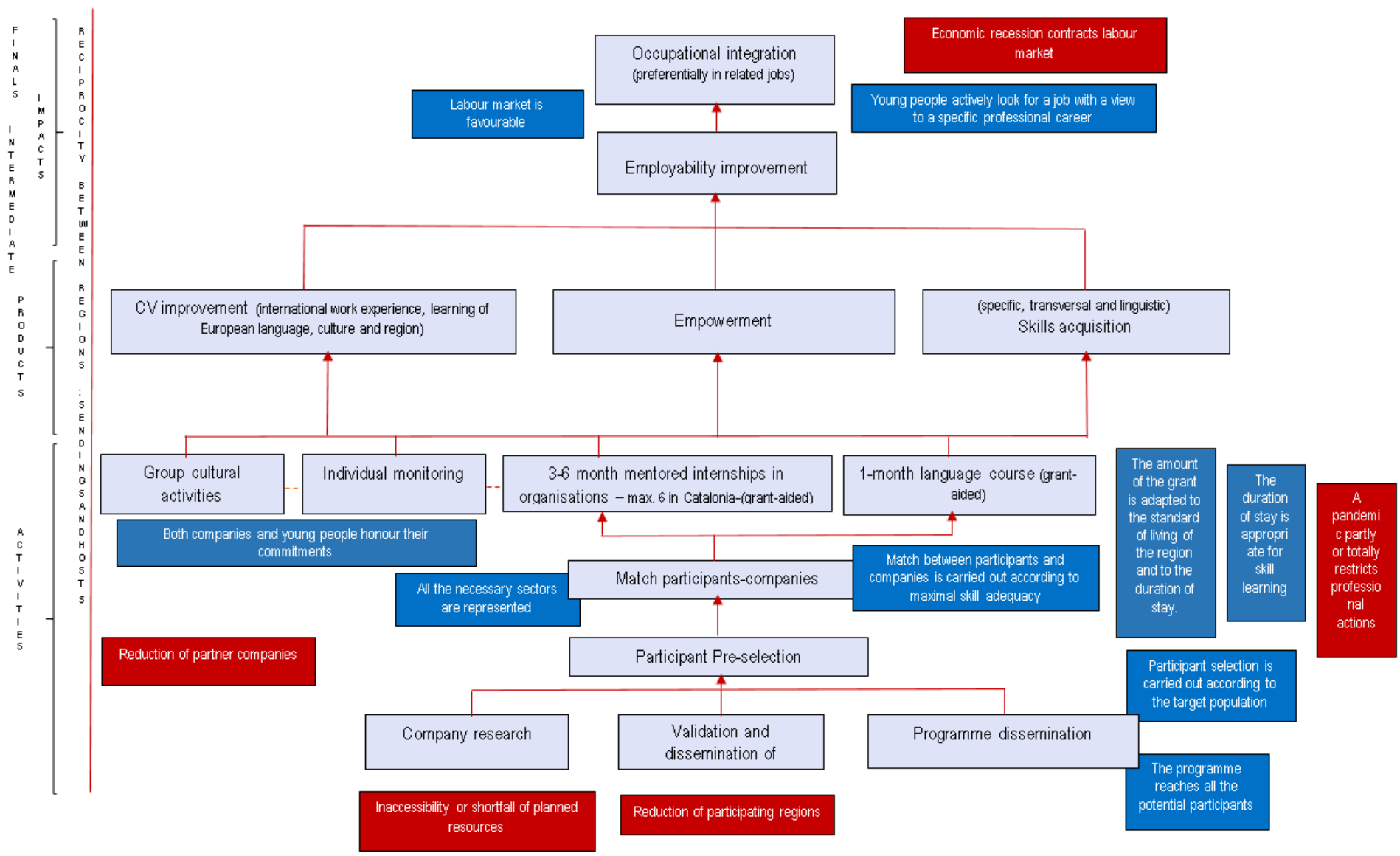
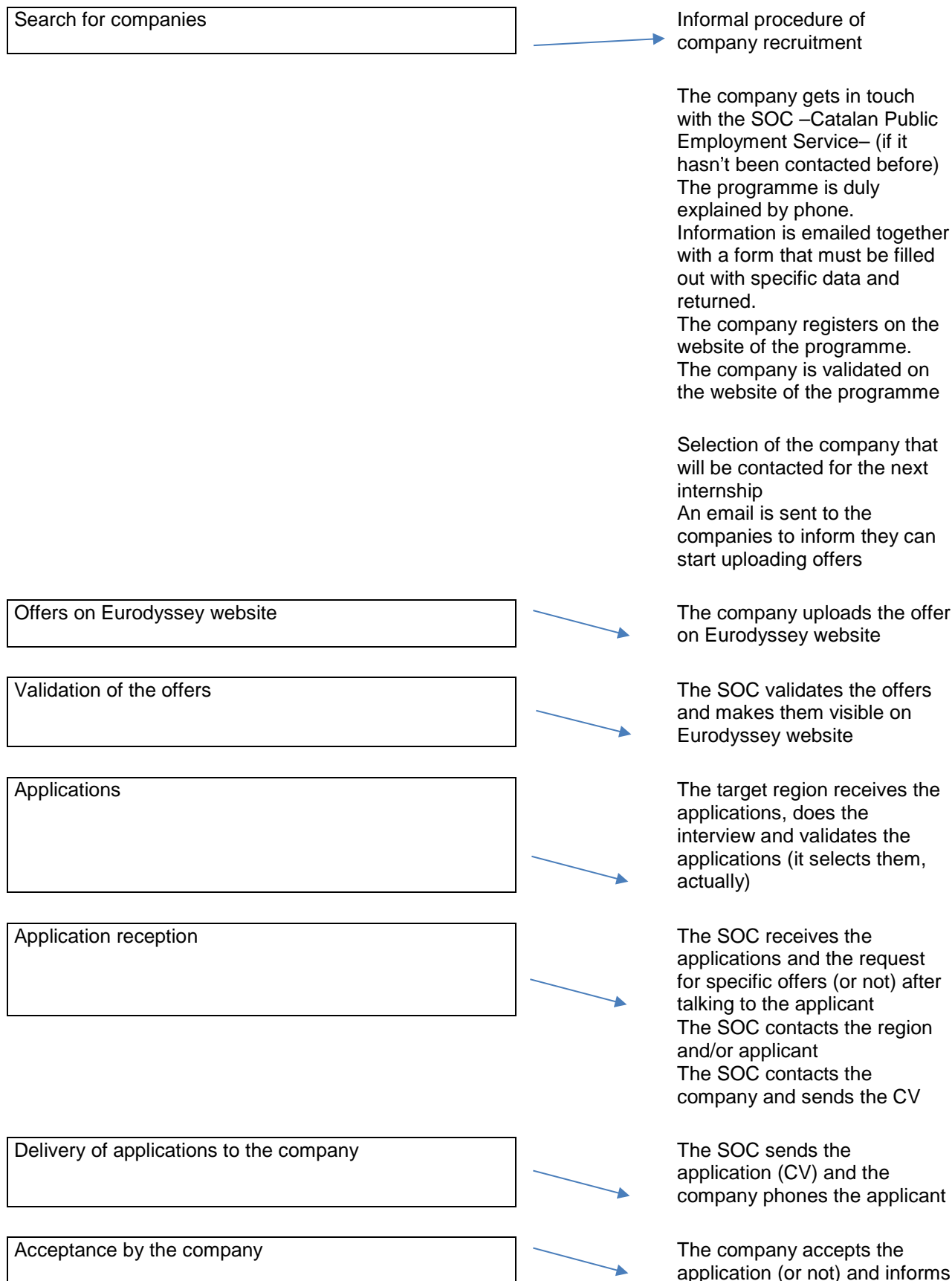


Diagram 1 Flow of the interns of the programme in Catalonia²



² Font: Servei Públic d'Ocupació de Catalunya.



on Eurodyssey website

The SOC emails the results of the selection to the target region and to the applicant. The SOC accepts the applicant through the website.

Documents delivery



The SOC sends the documents to the applicant.

Documents reception



The applicant fills out and signs the documents, with the day and time of the arrival.

Preparation of the arrival



The SOC sends a list of people to an International House, which looks for host families for the first month. The SOC sends the list of people who will take language classes (levels and other information) to the International House. The language school sends the booked families to the SOC.

The SOC informs the applicant and the target region and sends the booking of the families.

The SOC sends final instructions to the applicant and to the target regions.

Start of the stay in Catalonia

Spanish/Catalan classes and accommodation in families



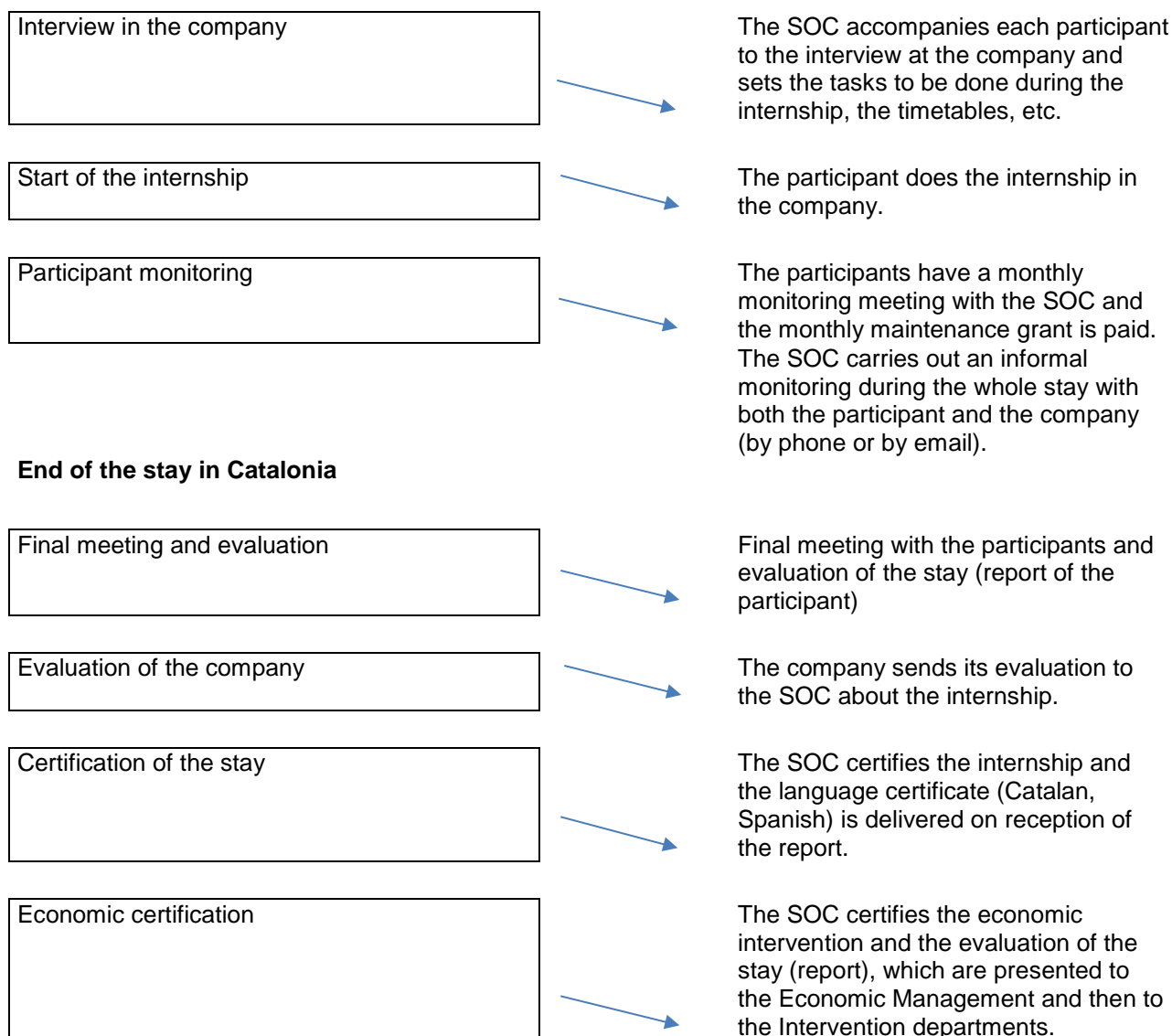
A language school is in charge of the language classes and of the stay in families during the first month (half board). The SOC monitors the situation. The SOC contacts the school to plan a meeting with the group of participants, provides varied information and does personal interviews with each participant.

Management of the residence



The SOC sends the list of participants to Pitàgora, which looks for an appropriate residence. The SOC will check whether the residences fit with the people and the locations of the internships.





Evaluation results

This chapter presents the results of the design evaluation related to the Eurodyssey programme, firstly through the review of the existing evidence about evaluations and studies related to international internship programmes and, secondly, answering the evaluation questions on the basis of the survey aimed at the members of the network, of the experiences and contributions of the young people contacted in the discussion groups, and of the information provided by the SOC about the programme.

Evidence on international internship programs

This section presents a brief review of the existing evidence at international and national scale, that is a **traditional short term revision (quick scoping review)**.

Lack of evidence: open discussion.

A reality that has been observed in all the evaluations, studies and researches on the impact of the mobility programmes for international internship of young people is that there is no conclusive evidence and that further evaluations and research on the matter must be done^{3,4}.

What importance do companies give to international internships regarding selection?

Two studies^{5 6} confirm that companies value international internships a bit more than the fact of studying abroad and that the international companies are the ones that most value this reality.

What are the impacts (outcomes) of the international internship programmes?

According to a recent study (one of the few that were carried out on the outcome of Erasmus internship programmes and on the **level of employability and occupational integration**⁷) on the participants after experimenting the programme:

- Almost two thirds say that their employability has improved.
- Most have reconsidered their professional goals and ambitions.

³ Goodwin, Kelly & Mbah, Marcellus. (2017). Enhancing the work placement experience of international students: towards a support framework. Journal of Further and Higher Education. 43. 1-12. 10.1080/0309877X.2017.1377163.

⁴ Impact of Student Mobility Placements (SMP) on competencies, studies and employability. Epos, (Flemish national agency for the Erasmus+ programme in Flanders -Belgium-).2021

⁵ El Meziane, H. (2010). Staat een internationale ervaring goed op je cv? Resultaten van de bevraging bij Voka werkgevers. Antwerpen:: VOKA

⁶ Van Mol, Christof. (2016). Do employers value international study and internships? A comparative analysis of 31 countries. Geoforum. 78. 10.1016/j.geoforum.2016.11.014

⁷ Impact of Student Mobility Placements (SMP) on competencies, studies and employability. Epos, (Flemish national agency for the Erasmus+ programme in Flanders -Belgium-).2021

- Most think that the official certificates they obtained do not have any influence neither on their level of employability nor on their job opportunities. For example, only 20% consider that Europass Mobility helps them to find a job.
- 93% of the people who have a job say they are pleased with their labour situation and conditions.
- The positive life lesson derived from the international experience activates the participants.

In the case of Catalonia, the TLN Mobilicat⁸ programme evaluation confirms that **the programme does successfully meet the goals of finding a job and/or going back to the education system.**

What are the results (outputs) of the international internship programmes?

Regarding skill acquisition, the evaluation of Erasmus +⁹ internship programme shows that:

- Nearly all the participants say they have acquired technical skills.
- The vast majority say they have acquired soft skills.
- The capacity of the programme to improve the language skills, both speaking and writing, varies according to the host country.

Regarding **empowerment**, the evaluation of Erasmus +¹⁰ internship programme shows that nearly all the participants have become more self-sufficient, resilient and independent. Most consider that this is **the most important added value of the programme.**

What is the best way to implement an international programme of professional mobility? What do we know about its activities?

Concerning the **match participant-company** as well as the **tasks and responsibilities** assumed during the internships, it seems necessary to clearly detail the tasks and commitments of both the company and the participant. It is also insisted on the importance of the role of the mentor in the company.

In terms of **promotion**, the evaluation of a similar programme carried out in Canada¹¹ shows that young Canadians do not know much about the existence of the programme, which had a negative impact on the participation of young Canadians and caused some reciprocity problems with other

⁸ Evaluation of the impact of TLN 2015 programme. Occupational Service of Catalonia. January 2018.

⁹ Impact of Student Mobility Placements (SMP) on competencies, studies and employability. Epos, (Flemish national agency for the Erasmus+ programme in Flanders, Belgium).2021

¹⁰ Impact of Student Mobility Placements (SMP) on competencies, studies and employability. Epos, (Flemish national agency for the Erasmus+ programme in Flanders, Belgium).2021

¹¹ Evaluation of the International Experience Canada Program. 2019. Immigration, Refugees and Citizenship Canada. Government of Canada.



countries in terms of quotas.

Regarding **support during the stay**, it would be convenient for the young participants to have some social support, given either by the host families or by groups of fellow young people, because participants need a social network to turn to in case of problems.

Relating to the **duration of the internships**, the existing evidence shows that they should have a minimum length of three months, as their impact on skills and job opportunities increase according to the duration of the stay.

In reference to **accommodation**, it is concluded that the programme should provide a list of reliable accommodation options in order to avoid frauds participants may be victims of. It is thus acknowledged that accommodation may be a source of problem.

Regarding **internship funding** of Erasmus +¹² internship programme, the evaluation shows that although 87% of the young people had received a grant, most of them pointed out that any international internship involves some economic effort, which is usually assumed by the families or by the student him/herself.

Reciprocity regarding sending and hosting: some problems of reciprocity arose due to both managerial decisions related to the quantification of the quotas and the demanding economic conditions set by some countries, especially regarding minimum wage.

Evaluation

Has the Theory of Change of the programme been identified? Are the assumptions being met? What about the risks?

This section is focused on the **conceptual appropriateness of the design of the Eurodissey programme**, whereas the subsequent sections are centered on how the programme is implemented, on the obtained outcomes and on the improvements that have to be introduced.

Regarding the **ToC**, **the main conclusions can be summarized by the fact that the ToC had been clarified and specified before the evaluation tasks** –a matter that was still pending, but was solved by the use of an implicit ToC. In addition, the ToC that **sheds light on the design of the programme turned out to be consistent** and complete, considering all the activities, outputs, outcomes and assumptions that both the international evidence and the field work have considered as recommendable and relevant.

As part of the process of the design evaluation, the ToC has been rebuilt in a participative way together with the team in charge of the programme in Catalonia (see previous section). This process allowed to make a **relevant qualitative leap** as it is a 35-year-old programme which had an implicit ToC that all the regions were applying but that had not been explained, especially

¹² Impact of Student Mobility Placements (SMP) on competencies, studies and employability. Epos, (Flemish national agency for the Erasmus+ programme in Flanders, Belgium).2021

regarding the social needs to be reverted and the goals to achieve. In the following sections, a closer look is taken at the different aspects of the ToC in order to check whether, on the basis of the field work, the **latter's reconstruction was appropriate**.

Consistency of all the hypothesis and assumptions that make the Theory of Change of the programme.

The review of the existing evidence on international mobility programmes centered on professional internships, the long existence of the Eurodyssey programme –which has undergone the corresponding improvements–, and the field work carried out allowed to **corroborate that the hypothesis and assumptions are consistent and realistic**. It was indeed validated that:

- The outputs (CV improvement, empowerment and acquisition of skills) generate the expected outcomes (improvement of employability and occupational integration).
- The activities (search for companies, validation and promotion of internship offers, programme promotion, participant pre-selection, match participants-companies, personal monitoring, group cultural activities, mentored internships in institutions, language courses) meet the planned outputs (CV improvement, empowerment and skill acquisition).
- Considering the current scope of the programme, the economic and human resources assigned turned out to be appropriate and no shortage has been detected on this matter.
- All the considered assumptions turned to be pertinent, although the most relevant ones were the ones that the leading teams considered as more important for the correct implementation of the programme:
 - Average **commitment** of the participants during the internship: **6.9**.
 - Average **match between the qualifications** of the participants **and the activities** they were assigned by the company during the stay: **6.4**
 - Average **match between the young participant and the workteam** of the host company: **6.3**
 - Average **continuous supervision and guidance** of the participant by the company during the internship: **6.2**
- The risks have been duly identified and faced –when possible. The most relevant ones for the programme were the possible reduction of the number of participating regions and partner companies. **The need to reinforce the promotion of Eurodyssey programme in the frame of the Assembly of European Regions in order to increase the number of participating regions** has been detected.

Finally, **no new activities to be added nor any existing action that might have been excluded have been detected** neither during the evidence analysis nor during the analysis of the field work. Actually, **the programme contains the good practices and recommendations identified in the review of the evidence. However, some possible improvements were detected about the way activities are carried out**, but not about their conception.

Consistency regarding the nature of the situation to be reverted

It can be stated that the **programme is consistent with the situation to be reverted**, namely youth unemployment, because it allows young people to get a first work experience. It is confirmed that the expected outcomes lie in reducing the transition time between training and job, in finding a job related to the qualifications and in improving employability.

The field work allowed to corroborate that **all the regions participate in the programme to revert the context of youth unemployment**. No region has mentioned the lack of belonging to the European citizenship as a situation to be reverted, which is quite relevant, considering that it was actually needed to create the programme and that it might have remained out of habit.

How are the activities being implemented? Are the resources appropriate? What outcomes are being obtained?

Action implementation

On the basis of the opinions of the members of the network and of the young participants, **the activities are being carried out in an optimal way**. However, some **aspects must be emphasized and improved**:

- According to both the members of the network and the young interviewees, the **promotion** of the programme and its level of knowledge among the young population are aspects that can be clearly improved. The survey carried out among the correspondents shows that the level of knowledge among the young population is 5.7 (scale from 0 to 10, in which 0 = unknown and 10 = totally known).
- Although the sporadic incidents were solved by the host team of the target destination and by the team of the sending region, the **external management of the accommodation** of the young people has not always provided optimal accommodation.
- The **economic resources** assigned to the young people, which are basic for the stay, vary according to the host regions.
- The support of the **foreign language training** aimed at the participants is essential and very positively assessed.
- Regarding the arrival of young people to internship companies, the opinions vary depending on the regions and on the young interviewees. Although the survey shows that the teams of correspondents give a score of 4.0 (on a scale of 0 to 10) to the need to improve the monitoring of the young participants during the internship, the young interviewees underline the need to **improve the process of reception in the company during the first days and the explanation of the tasks to be carried out, as well as the corresponding monitoring**.
- The human resources of both the host region and the sending region are very well assessed, in general because they have been essential (smooth operation, good



response) to manage the small incidents that have been observed (accommodation, internships).

The **match between the applications that have been received and the internship offers have been positively assessed** by both the consulted regions and the young interviewees. The survey shows a score of 4.3 (rather unnecessary) for the introduction of improvement in the selection process of the young people and a score of 5.0 (neither unnecessary nor necessary) for the match between the selected young people's applications and the internship offer. Additionally, **57% of the regions consulted stated that they assess the young participants' skills with the use of a specific evaluation tool** (before and after the internships), while 43% do not do it.

According to the responses of the Eurodissey correspondents who took part in the survey, the integration of **companies** and organizations as partners does not have to follow **specific criteria** such as number of workers, activity sector or location on the territory. However, there is a preference for companies located in the city centre (42%), for companies with 10 to 49 workers (29%) and for companies that have some experience in internship (28%).

In this line, for the smooth operation of the programme, it is considered as advisable to **increase the number and the variety of the sectors of the partner companies and organizations** (6.5 and 6.1, respectively, on a scale of 0 to 10, in which 0 = unnecessary and 10 = absolutely necessary).

Adequacy of the resources assigned to the programme

According to the evaluation, **no lack of human and economic resources** has been mentioned by the regions to carry out the activities of the programme.

However, it has been noted that the **economic resources may hinder the entry of new regions**, which appeared to be convenient according to the evaluation. Accordingly, for a possible improvement, the regions prioritise the **increase of the budget in order to host more participants**.

Achievement of results (outputs) and outcomes

This section must be carefully analysed, because this is a design evaluation in which the achievement of impacts and results have been approached. An implementation and/or impact evaluation should be carried out in order to be able to firmly state that the programme has achieved both outputs and outcomes. The impact evaluation is especially necessary in order to be able to state that this achievement is exclusively due to the programme.

However, taking these precautions into account, it can be stated that the **Eurodissey programme allows to achieve the goals set and to revert the situation of unemployment** young people are deeply hit by.

The evaluation revealed that the goals (**outcomes**) **have almost been achieved with an A**. The regions gave a score of 8 out of 10 regarding goal achievement, namely the **reduction of the**

delay of the transition between training and employment, the fact of finding of a job that matches with the qualifications, and the improvement of employability.

In addition, the data collected by the Eurodyssey programme reveal that in 2018, **64% of the participants got a job within the four months after the end of their stay**: 40% one month after finishing their internship, and 24% between two and four months later. This shows that the programme does contribute to developing international professional careers at least during the first steps of the participants' professional life, as almost 60% found a job out of their region of origin.

In **Catalonia**, the integration is higher: up to **76% of the participants find a job**, 52% of which during the first six months. 44% of the people who find a job keep it for at least one and a half year.

The **increase of employability** has also been confirmed by the participants of the discussion groups, who all felt very employable. If we link this improvement of employability to the results (**outputs**) of the ToC, we see that the two most positive aspects of the programme were the **empowerment** (self-confidence and self-esteem) gained and the **improvement of soft skills**. The improvement of technical skills and CV are also very positively assessed, but in the second position.

Finally, an **unexpected** –yet positive– **impact** is that Eurodyssey stimulates the **reorientation** of the professional careers.

Are the selection criteria of the participants appropriate to cover the target group? Are the identified needs being addressed? Are the selection criteria of the companies in line with the target group?

Target group

It is essential to go in depth in the analysis of the **target group** before dealing with the participant selection criteria, as it is **one of the main aspects of the design of the Eurodyssey programme to be reviewed**.

The target group is currently composed of people “**aged between 18 and 35**, unemployed or with a contingent job, **professionally qualified** (vocational training, bachelor's degree, occupational training, certified work experience), with or **without work experience**, fluent in a European language, registered at the employment services of their corresponding region”.

The field work shows that what is **now defined as target group is actually the reference group**, and that it would be convenient, especially considering the delimited scope of the programme, to **redefine the target group**, particularly in terms of **age and –partly– work experience**. The **reference group is the one in which a social problem has been detected**. If some specific characteristics predict the possibility of such a problem, the reference group would be the population composed of all the individuals who share these characteristics. Furthermore, the target group is made up of the group of people that is affected by the social problem and that benefits from all the services foreseen to face the problem.

The field work shows a reality that coincides with the studies on youth unemployment in Europe.

Regarding the identification of the **most critical elements for the young people's occupational integration** in every region based on age, sex and work experience, it is clear that:

- In terms of **age**, the **25-30 year old group faces the biggest occupational integration problems, followed by the 18-24.**
- Related to **sex**, most regions mention that this criterion **is not determining to find a job.**
- Regarding **work experience**, **its absence is a clear critical factor when it comes to finding a job.**

Additionally, when asked to identify the **profile of young person the programme is aimed at** in their area in terms of age, sex and work experience, the regions state that:

- Regarding **age**, the **group of young people that is most critical to access the labour market matches with the age groups the programme is aimed at**, namely the 25-30, followed by the 18-24. Another outstanding fact is that 21% point out that age is not taken into account and that **no region mentions contacting the 31-35 group.**

In terms of previous work experience and qualifications, **the level of qualifications seems more relevant than the previous work experience, while the most demanded level of qualifications is university or higher education, post-obligatory vocational training being marginalised.** It appears thus that most regions direct the programme at young unemployed people without work experience who have a university or higher education degree, rather than –in a considerably high percentage– at young people who have similar qualifications but some work experience. **No region considers as eligible population the group of people who have neither qualifications nor work experience.** The only people of this group who **timidly** enter the programme are the ones who have **some work experience despite their lack of qualifications.** Finally, a very low percentage of regions do not set criteria related to qualifications and previous work experience.

For all these reasons, it is highly recommended –considering the current number of programme participants– to **redefine the target group** delimiting its age and to **exclude the 31-35 year old group.** In addition, considering the influence of the lack of previous work experience when looking for a job, **it would be more than convenient to prioritise the young people who have no work experience and to define what period of time is considered as “scarce work experience”.**

Participant selection process

The participant selection process has two phases: a first screening carried out by the regional programme managers, and a second one by the companies that offer internships.

No problem has been noted regarding the second screening, which is the same as the process carried out in a typical work place, but remotely.

Regarding the selection process carried out by the programme managers, the regions consider that the improvement margin is rather low (4.3; 0 = unnecessary and 10 = absolutely necessary). However, the field work contradicts this statement, as **it has been noted that when the young people are at the most critical age for occupational integration –especially if they do not have any work experience–, they just stay out of the programme.** Although this may be due to fact that they do not have the required language skills, this reality must be analysed considering the need to redefine the target group.



The analysis of the selection process carried out by the programme managers is utterly relevant, as it allows to know what part of the target group stays out of the **programme (programme coverage)**.

The field work allows to conclude that most regions (64%) point out that less than 10% **of the pre-selected applicants do not get any internship offer**. In 21% of the regions, this percentage is 40% or more. Finally, in 14% of the regions, this percentage is between 40% and 60%. **In other words, the conclusion is that very few young people cannot access the programme.**

Considering age, sex, qualifications, previous work experience and command of the language of the target region, **the young people who do not get an internship have the following profile:**

- **Although the age is not excessively determining**, it is relevant that 21% of the regions point out **that the 18-30 year old is the age group that has most occupational integration problems and that the programme considers as the one that does not find a job.**
- 50% of the regions state that the young unemployed people who have **no previous work experience** do not access the programme. In 78% of the cases, the regions point out that the lack of work experience (without considering other aspects) has an influence on the obtention of the internships. **These percentages should be drastically reduced**, because they represent a critical element for the subsequent occupational integration.
- Another very relevant fact is that almost 60% of the regions state that the low level of knowledge of the language of the target region is one of the main reasons why the internship is not obtained, which is logical in the frame of an international programme.

The characteristics of the applicants that are most valued during the selection process are the **match between the specific qualifications and the sector of the internship company and the tasks to carry out; the personal motivation, and then, rather far behind, the command of foreign languages.**

It is important to reflect on the participant selection criteria and to emphasize that this programme is effective and that these soft selection criteria are highly appraised by the participants.

All the young interviewees of the discussion groups point out that one of the strengths of Eurodyssey is the way the selection criteria are approached: unlike Erasmus+, Eurodyssey pays more attention to the capacities, experience and motivation of the applicant. These criteria give an opportunity to young people who did not/would not pass the screening of Erasmus + or to those for whom Erasmus + does not cover the specific field and who finally gave a perfect response and improved their occupational situation. **For now, if the current scope of the programme is maintained, the selection criteria do not have to be modified.**

Needs coverage

The **coverage of the programme needs based on the specific characteristics and problems of the labour market of each region** is another aspect considered as critical that should be delved into. Apparently, the decisions related to the participant selection did not consider the regional reality presented in studies on youth unemployment in terms of territorial distribution, sex, age and type of studies.

From a strict methodological point of view, it would be convenient to know those realities for each region and to select the participants considering those needs or, at least,

establishing quotas according to the difficulties (territorial distribution, sex, age and type of studies). If we knew the characteristics of youth unemployment in each region, we could make better selections and match demand (unemployed young people) with offer (programme).

What is the future evaluability of the programme? Have the goals, indicators and information systems been identified?

Before addressing the evaluability of the programme –one of the key aspects of a design evaluation–, it is worth mentioning that, according to the field work, **the regions –only some of them– are currently collecting information about impact (outcomes) indicators, but not about results (outputs).**

Regarding **outcomes**, most regions collect information about the **levels of integration of the young people considering the duration of the contract**. However, the activity sector and the quality of the job are not really taken into account.

It has also been noted that **the level of increase of the employability is not measured**.

In terms of **results (outputs)**, the improvement of the technical and transversal skills as well as the increase of employability **are being measured but only in some regions (57%)**. As these results are a key aspect to measure the increase of employability, **this point should be improved and unified in order to achieve better evaluations**.

Although the evidence and this evaluation show that empowerment (self-confidence, self-assurance, working capacity) is one of the main outputs that young people achieve and that generates most added value, it is apparently not being measured.

Another rather surprising aspect is that **79% of the regions state that they cannot access the data bases to measure in what extent the goals of the programme have been achieved**. This high percentage **should be drastically reduced**. This information also allows to state that:

- Without data bases available, the evaluability of the programme is awkward, especially in terms of outcomes.
- Although every region may carry out its own monitoring, the information given in this report about the obtention of outcomes must be carefully considered.

Future evaluability

Although this section analyses the evaluability of the Eurodyssey programme in Catalonia, it can be applied to all the regions, except the specific data bases related to Catalonia. The analysis is based on the evaluability of a future implementation or impact evaluation that may be considered pertinent to carry out. Methodologically speaking, the idea is to review it on the basis of three criteria:

- Utility
- Plausibility
- Viability

It is noted that the **programme can be assessed with no limitations in terms of utility and plausibility, but not in terms of viability**. It concretely shows a considerable limitation regarding the measurement of the **“increase of employability” outcome**. The main limitation is that,



although most international and national programmes aimed at encouraging occupation are given a central role, there is no standard method to measure it.

For this reason, before starting any future implementation or impact evaluation, **it is strongly recommended to solve the problem of the measurement of employability.**



Conclusions, recommendations and improvement proposals

As this is a design evaluation, the main and most relevant conclusion is that **Eurodysey is a very well designed programme that is based on very logical and consistent foundations and on a well-conceived and accurate Theory of Change.**

The **Theory of Change includes all the good recommendations of the international and national evidence on mobility programmes** aimed at doing internships abroad. This evaluation has detected a high consistency between the situation to be reverted (youth unemployment of qualified people), the goals to be achieved (improvement of employability and occupation integration into jobs that match with the qualifications), the activities carried out for that purpose, and the implicit assumptions of the Theory of Change.

The conclusion is that **the design is conceptually good and that only two aspects need to be reviewed and improved: the definition of the target group and the improvement of the definition of indicators and sources of information aimed at the programme evaluability.** Regarding the definition of the target group, the idea is to improve and modify the promotion of the programme and the participant selection.

The **other improvements to introduce** are related to the **way to implement the programme** and how to carry out some activities that are likely to be improved.

Considering the quality of the design and the results and impacts that are being achieved, **the programme could be extended.** It has been concluded that, apart from being well designed, the programme works efficiently and achieves the expected results and impacts related to a serious common problem suffered by the youth of different European regions. Consequently, the increase of funds, teams and resources would allow to broaden the scope and improve the results and impacts of the programme. Compared to other programmes of active labour market programmes that have turned out to be barely efficient –despite their large budget– such as the occupational plans, **Eurodysey, thanks to its design and its approach, represents a real competitive improvement.**

The main conclusions and recommendations about the programme design and its implementation are listed below. It is essential to underline that this design evaluation has been completed by an implementation evaluation in order to confirm the main foundations of the design. However, this is not an implementation evaluation in itself, as some aspects such as the coverage of the programme and the achievement of the results (outputs) and impacts (outcomes) should be compared and contrasted through this kind of evaluation and/or through an impact evaluation.

Design

1. Review of the target group and of the reference group

According to the current definition of the programme, the target population and the reference group need to be reviewed. In short, **the reference group is the one in which a social problem has been detected**, while **the target group is the one the programme is focused on / aimed**

at. Within this context, the reference group would be the young population (different ages and conceptions, aged 18 to 35) whose characteristics may define the existence of probable unemployment.

The target group is currently composed of “young people aged between 18 and 35, unemployed or with a contingent job, professionally qualified (vocational training, bachelor’s degree, occupational training, certified work experience), with or without work experience, fluent in a European language, registered at the employment services of their corresponding region”.

It has been noted that **what is now defined as target group is actually the reference group**, and that it would be convenient to redefine the target group delimiting its age and to **exclude the 31-35 year old group**. In addition, considering the influence of the lack of previous work experience when looking for a job, **it would be more than convenient to prioritise the young people who have no work experience and to define what period of time is considered as “scarce work experience”**.

2. Evaluability

The assessment has revealed that **the programme has no limitations in terms of utility and plausibility, but not in terms of viability**. It concretely shows a considerable limitation regarding the measurement of the **“increase of employability” outcome**.

For this reason, before starting any future implementation or impact evaluation, **it is strongly recommended to solve the problem of the measurement of employability¹³**.

Additionally, it has been noted that more than the half of the regions **assess the young participants’ skills with the use of a specific evaluation tool** (before and after the internships). To improve the programme evaluability (as well as the match participants / internships), **it is recommended to extend this practice** to all the regions.

Finally, it has been noted that **most regions state that they cannot access the data bases to measure in what extent the goals of the programme have been achieved**. This reality **should be drastically reverted** to improve the programme evaluations.

3. Governance

In the frame of the work and meetings carried out with the SOC team and with representatives of the Assembly of European Regions, an **aspect linked to the governance which affects the scope and the operation of the Eurodysey programme** has been detected. In particular, the number of regions that take part in the programme depends on the number of member regions in the Assembly, thus on the number of regions that have formalized their membership. The latter involves a series of services that the regions can access as well as the participation in several

¹³ See Appendix “Approach to the debate on the measurement of technical and transversal skills and employability.”

forums and in the Eurodyssey programme.

Consequently, the changes and improvements of the number of regions and of the scope of the programme are linked to both the entry of new regions as new members of the Assembly and a higher participation of the regions that are already members of the ARE in the Eurodyssey programme.

Activities

4. Promotion and information of the programme

On the whole, according to the good results of the programme and to the adequacy of the activities and resources aimed at achieving the goals, both the regional managers and the participants point out that **one of the most urgent improvement to achieve is related to the information on Eurodyssey published and disseminated and about the corresponding channels and senders**. With regard to this point, it is considered that as successful and efficient programme, it should be as famous and requested as Erasmus. If its current scope does not change, the obtention of an internship may be harder-fought. It would be recommended to run campaigns based on the impacts through social network sites and the communication channels used by young people, through face-to-face talks held in reference spaces for young people with testimonies of people who have participated in the programme, as well as through professional associations. It is also recommended to improve the website of the programme –in process during the evaluation– as it is quite poor and does not inspire confidence to the potential participants.

The recommendation to change the target group may affect the promotion in the way that the improvements linked to this communicative action should be **specifically focused on the new target group**. Nowadays, it seems that young people are the ones who look for the programme, and not the opposite. The right situation would be the programme to reach the target young people.

In addition, when it comes to planning the promotion activities, it is necessary to consider the **balance between the current scope of the programme and the intensity of the promotion**. The same should be done in case the number of participants is increased.

5. Participant selection

Although the programme could not be duly covered because of the lack of data available, it is clear that **few young people stay out of it**, which is presumably due to its scarce promotion and to the low knowledge of the programme by the young population. However, **the young people who are at the most critical age for occupational integration –especially if they do not have any work experience–, are the ones who generally stay out of the programme**. In Catalonia, a **lack of territorial equity regarding the participant selection** has been noted: 72% come from the province of Barcelona, 13% from Girona, 6% from Lleida and 14% from Tarragona).

It is thus recommended to **prioritise vulnerable young population that has no work**

experience during the participant selection process.

From a strict methodological point of view, it would be convenient to **know the realities and characteristics of the labour market in every region and to select the participants considering those needs** or, at least, establishing quotas according to the difficulties (territorial distribution, sex, age and type of studies).

The most relevant participant selection criteria seem to be the **match between the specific qualifications and the sector of the internship company and the tasks to carry out; the personal motivation, and then, rather far behind, the command of foreign languages.**

For now, if the current scope of the programme is maintained, the selection criteria do not have to be modified, as they represent a strength of Eurodissey.

6. Selection of the host companies

In general, although both the regional managers and the young interviewees assessed the host companies quite positively, they recommend to **establish a series of criteria to select the host companies:** experience in hosting internship participants and presence of a mentor for the internships.

7. Formulation of an internship plan in the host company

In general, in spite of the good match between the field of the host company and the participants' qualifications, it is recommended to establish a common protocol in order to improve the definition of the tasks to be done in the company during the internship, of the communication during the first days of the stay, of an initial reception protocol, of the support and monitoring of the internship and of person of reference in charge of the corresponding monitoring.

One of the recommendations would consist of an **assistance to the new host companies** in order to provide information about the Eurodissey programme, to explain its objectives, the situation to be reverted and the expected results, and to give some examples of good practises related to the reception in new host companies to be integrated in every region. In this line, it is relevant that the company commits to the process and receives some guidance / training on all the aspects involved in the reception of an intern: his/her possible needs and lacks, the intensity of the monitoring at the beginning, the revision of the tasks and goals during the stay, etc. Finally, it is also relevant to incorporate companies and organisations that show a real need of an intern.

8. Improvement of the quality of the accommodation

The field work should be extended to all the regions and in the case where in which the assignation of the accommodation is externalized. Some common criteria should be defined to make sure that the accommodations, which may be shared by several participants, **are in optimal condition** to minimize the incidents detected. It is also recommended to find accommodations that are located near the city centre or that allow easy access to cultural and ludic activities during the participants' stay.

9. Maintenance of the current activity programme and support

One of the key features of the programme lies in the **activity programme** offered to the participant in order to meet his/her needs during the stay. No new activities that should be included nor existing ones that should be excluded have been noted. Therefore, it is recommended to generate synergies with existing institutions and services devoted to occupational guidance and assistance to returned expatriate staff (like Barcelona Activa).

In accordance with this, a successful aspect of the programme is the fact that the young participant can rely on a **multiple support team** in both the target region and the sending region which provides monitoring and help in case of incident. In case of change of the programme scope, these support activities should obviously be maintained.

Another highlighted aspect is the **good operation and support by the sending team of Catalonia** during the stay of Catalan participants in other regions as well as their good job regarding the participant selection process.

Results/ Impacts

10. Expected results/impacts

The results and impacts that have been achieved must be **carefully analysed** because, as mentioned before, this is a design evaluation in which the achievement of impacts and results have been approached. **An implementation and/or impact evaluation should be carried out in order to be able to firmly state that the programme has achieved both outputs and outcomes.** The impact evaluation is especially necessary in order to be able to state that this achievement is exclusively due to the programme.

According to the analysed data and collected information, it can be concluded that the **Eurodyssey programme allows to achieve the improvement of the occupational level among participants:**

1. Empowerment
2. Improvement of transversal skills
3. Improvement of CV abroad

In short, **employability improves** thanks to the improvement of the participants' self-confidence, self-assurance and maturation. The **improvement of the CV abroad** also involves the knowledge and use of foreign languages.

Secondly, the improvement of **employability is reflected by the high occupational integration** of the participants once back in Catalonia and other regions. All these people unanimously consider that if they hadn't participated in the programme, their employability would be lower, they would probably not have found a job or would have a contingent job that does not match with their

qualifications.

Actually, in Catalonia, according to the data from e-SIL System (work life of the Social Security National Treasury), **the participants' level of integration is very high: 76% between 2016 and 2019. 52% of the integrated people find a job during the first six months** and only 7% need more than one year to do so. **No significant differences are noted regarding sex or age.** A really relevant aspect is that 44% of all the people who find a job keep being integrated after one and a half year. This means that **integration shows a good level of stability.**

Although **the data on occupational integration are very positive, the ones related to the quality of the obtained job are not as good.** This is a characteristic of the current labour market. Only 17% of indefinite contracts have been registered, while 83% were both fixed-term and temporary contracts. 55% of the contracts were full-time and 45% part-time. During the 18-month analysis, the average number of contracts per person was 3.5.

Finally, due to the lack of registration in the data bases available, it has not been possible to check whether the integration took place in an economic sector that matched with the participant' qualifications or not.

According to the young interviewees and the regional correspondents who took part in the survey, in general, the participants' **degree of satisfaction is rather high.** Actually, the interns recommend the programme to their friends and acquaintance.

11. Unexpected results / impacts

Apart from the expected results, the programme gives the participants the opportunity to **stand by in the profession they have chosen** or, after the experience of the internship, to **refocus their career** on another occupation, within the same professional sector or not.

Appendices

Questionnaire aimed at the network members



Design evaluation of the Eurodyssey Programme

Since the Catalan Public Employment Service (Servei Públic d'Ocupació de Catalunya) has been in charge of the Eurodyssey Programme (2020-2021), it has been carrying out a design evaluation of the programme in order to see how it is working, what results it is achieving and whether its goals are fulfilled.

The **goals** of these tasks are the following:

- Analysis of the work carried out by the **network members**.
- Detailed analysis of the **experience of the young people** during their stay in the country where they lived and worked in the frame of the Eurodyssey Programme, specifically whether the **goals** of the professional and personal experience have **been achieved**.
- Check whether the results meet the initial goals.
- Evaluation of the impacts of the programme and reflection on its design (how it contributes to the change, the bearing it has on the people who do those internships, whether it really helps them to make their own way in the community they live and work in, if their adaptation is positive in their new cultural environment and if the professional internships allow them to improve the knowledge of the local European language).
- **Proposals of improvement** based on the design evaluation of the programme.

Considering the abovementioned aspects, we are writing to you as **member of the Eurodyssey Network** and as expert on the programme in your region so that you fill out the enclosed questionnaire (about 20 minutes), which will help us to collect your view on the functioning of the programme, to identify possible ways of improvement and, especially, to have your opinion about the **impact of the programme** on the participants and on the local companies that hosts them.

We sincerely thank you for the time you will spend filling out our questionnaire.

Design evaluation of the Eurodyssey Programme

A.PROGRAMME BASIS

The questions always refer to the programme that is implemented in your region.

The questions of this section are aimed at contrasting the Theory of change of the Eurodyssey Programme.

*** 1. What region do you belong to? *Only one answer allowed***

- Belgium - Bruxelles-Capitale
- Belgium -Wallonie
- Cyprus- Union of Cyprus Municipalities
- Georgia - Adjara
- Portugal - Açores
- Portugal - Madeira
- Serbia - Vojvodina
- Switzerland - Jura
- Croatia - Istra
- Croatia - Šibenik-Knin
- Croatia - Varždin
- France - Corse
- Italy - Sardegna
- Italy - Trentino -Alto Adige
- Italy - Valle d'Aosta
- Romania - Hunedoara
- Romania - Timiș
- Spain - Catalunya
- Spain - Comunidad Valenciana
- Spain - Murcia

*** 2. What situation that affects the young people in your region is Eurodissey Programme willing to face? Only one answer allowed.**

- Long transition period between training and employment
- Unemployment
- Job insecurity
- Difficulties in emancipating
- Social and labour market exclusion
- Lack of belonging to the European citizenship

Other situation (give an answer)

*** 3. Please mention the most crucial element in favour of the integration of young people in your region. Several answers allowed related to AGE, SEX and WORK EXPERIENCE**

- Age - Between 18 and 24
- Age - Between 25 and 30
- Age -Between 31 and 35
- Age does not affect young people's integration
- Sex - Male
- Sex - Female
- Sex does not affect young people's integration
- Work experience - No previous work experience
- Work experience - Previous work experience
- Having previous work experience does not affect young people's integration

*** 4. What is the expected impact of the Eurodyssey Programme in your region. Select the first and the second expected impacts and mark "Does not apply" if so the rest.**

| | | |
|--|--------------------------|---|
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Reduction of the transition time between training and employment <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Improvement of job opportunities <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Facilitation of emancipation <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Finding a job <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Finding a job related to the training <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Finding a job with high standards of recruitment, salary and timetable <input type="checkbox"/> Does not apply |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> | Promotion of the belonging to the European citizenship <input type="checkbox"/> Does not apply |

Design evaluation of the Eurodyssey Programme

B. INFORMATION AND PROMOTION OF THE PROGRAMME

The questions of this section refer to each step of the Eurodyssey Programme.

* 7. To what extent are the young people in your region informed about the Eurodyssey Programme? *From 0 to 10; 0= not informed at all; 10= totally informed.*

| Not informed at all | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Totally informed | 10 |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

* 8. To what extent do you think that information and promotion actions about the programme should be carried out in your region? *From 0 to 10; 0= not necessary at all; 10= totally necessary.*

| Not necessary at all | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Totally necessary | 10 |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

* 9. From the following options, please choose the main improvement that has to be done regarding information and promotion actions about the programme in your region. *Only one answer allowed.*

- Campaigns or advertisements on social networks and channels used by young people such as Youtube, Instagram, Tik Tok, etc.
- Internet campaigns and advertisements on websites of government, education and service (or similar) institutions aimed at young people
- Campaigns, advertisements or information on TV, on the radio and in the regional media
- Posters on buses, billboards in cities and similar
- Information talks in reference sites for young people such as town halls, secondary schools, universities, or by influencers or trend generators
- Information talks with the testimony of people who have taken part in the programme

Other options (give an answer)

*** 10. Which agents or intermediaries receive information about the Eurodyssey Programme and spread it through young people in your region? Several answers allowed.**

- Career guidance managers in vocational training centres
- Career guidance managers in universities
- Local Employment Offices
- Local Offices on Youth
- Local Municipal Offices
- Local business associations
- Local union associations
- Local students associations
- Official School of Languages (public)/ Language Schools (private)

Other agents (give an answer)



Design evaluation of the Eurodyssey Programme

C. SELECTION OF YOUNG APPLICANTS

*** 11. Which two aspects do you most consider to select an applicant? Two answers allowed.**

- Qualifications and additional training
- Match between the applicant's qualifications and the sector of the internship company and the tasks to carry out
- Command of foreign languages
- Personal motivation
- Periods of study abroad
- Previous internships
- Command of specific subjects and/or skills (design, arts, others)
- Capability

Other agents (give an answer)

*** 12. Is the capability of the selected young applicant assessed in your region by using a specific questionnaire? Two answers allowed**

- Yes, before the internship
- Yes, after the end of the internship
- The capability is not assessed by using a specific questionnaire?

*** 13. To what extent does the selection of the applicant in your region have to be improved? From 0 to 10; 0= not necessary at all; 10= totally necessary.**

Not necessary at all

0 1 2 3 4 5 6 7 8 9 10

Totally necessary



Design evaluation of the Eurodyssey Programme

D. PUBLICATION OF INTERNSHIP OFFERS

*** 14. What criteria do companies have to meet in order to enter the Eurodyssey Programme in your region? Several answers allowed related to SIZE, SECTOR, LOCATION, EXPERIENCE IN INTERNSHIP**

- No specific criteria
- Size - Mainly companies with fewer than 10 workers
- Size - Mainly companies with 10 to 49 workers
- Size - Mainly companies with 50 to 249 workers
- Size - Mainly companies with 250 or more workers
- No specific size
- A-B (01-09) Agriculture, forestry and fishing, mining and quarrying
- C (10-33) Manufacturing
- D-E (35-39) Electricity, gas, steam and air conditioning supply, water supply; sewerage, waste management and remediation activities
- F (41-43) Construction
- G (45-47) Wholesale and retail trade; repair of motor vehicles and motorcycles
- H (49-53) Transportation and storage
- J (58-63) Publishing activities, motion picture, video and television programme production, sound recording and music publishing activities, programming and broadcasting activities, telecommunications, computer programming
- K (64-66) Financial and insurance activities

Design evaluation of the Eurodyssey Programme

E. MATCH BETWEEN APPLICATIONS AND INTERNSHIP OFFERS

*** 17. To what extent do you think it is necessary to improve the matching process between the young people's applications and the offers published in your region? From 0 to 10; 0= not necessary at all; 10= totally necessary.**

Not necessary at all Totally necessary

| | | | | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

*** 18. On the whole, what percentage of pre-selected applicants do not obtain any internship offer in your region? Only one answer allowed.**

- Fewer than 10%
- Between 10,1 and 20%
- Between 20,1 and 30%
- Between 30,1 and 40%
- Between 40,1 and 50%
- Between 50,1 and 60%
- Between 60,1 and 70%
- Between 70,1 and 80%
- Between 80,1 and 90%
- Between 90,1 and 100%

*** 19. On the whole, in your region, what percentage of pre-selected applicants do not take up the internship offer because they have found a job? Only one answer allowed.**

- Fewer than 10%
- Between 10,1 and 20%
- Between 20,1 and 30%
- Between 30,1 and 40%
- Between 40,1 and 50%
- Between 50,1 and 60%
- Between 60,1 and 70%
- Between 70,1 and 80%
- Between 80,1 and 90%
- Between 90,1 and 100%

*** 20. What is the profile of the young people who usually do not get a Eurodissey internship in your region? Several answers allowed related to AGE, WORK EXPERIENCE, QUALIFICATION, LANGUAGES**

- Age - Mainly between 18 and 24
- Age - Mainly between 25 and 30
- Age - Mainly between 31 and 35
- No specific age (between 18 and 35)
- No experience - Mainly unemployed young people without any work experience nor qualifications
- No experience - Mainly unemployed young people without any work experience with post-compulsory vocational training (VT)
- No experience - Mainly unemployed young people without any work experience with university or higher education
- No specific profile without any previous experience
- Experience - Mainly unemployed young people with some work experience but without qualifications
- Experience -Mainly unemployed young people with some work experience and post-compulsory vocational training (VT)
- Experience -Mainly unemployed young people with some work experience and university or higher education
- No specific profile without any previous experience
- Low command of foreign languages

Other profiles (give an answer)

Design evaluation of the Eurodyssey Programme

G. MONITORING AND GOALS ACHIEVEMENT

* 23. To what extent do you think it is necessary to improve the monitoring once the Eurodyssey Programme is completed in your region? *From 0 to 10; 0= not necessary at all; 10= totally necessary.*

Not necessary at all Totally necessary

0 1 2 3 4 5 6 7 8 9 10

* 24. In what extent are the goals of the Eurodyssey Programme achieved in your region? *From 0 to 10; 0= not necessary at all; 10= totally necessary.*

Not necessary at all Totally necessary

0 1 2 3 4 5 6 7 8 9 10

* 25. What period of time is deemed as relevant for participants to achieve the goals of the Eurodyssey Programme in your region? *Only one answer allowed.*

- Less than 3 months
- Between 3 and 6 months
- Between 6 months and one year
- More than one year.

* 26. What variables are considered in your region to monitor the insertion of the young participants? *Several answers allowed*

- Contract duration
- Professional category
- Remuneration
- Type of workday
- Size of the company (number of workers)
- Economic sector
- Assessment of the young people's insertion / situation

* 27. Is there any database available in your region to measure the achievement of Eurodyssey Programme's goals?

- Yes
- No

Design evaluation of the Eurodyssey Programme

H. PROGRAMME EVOLUTION

* 28. Except for the year 2020, to what extent do you think that the Eurodyssey Programme has reciprocity problems? From 0 to 10; 0= there is no reciprocity problem; 10= There are many reciprocity problems .

Not necessary at all Totally necessary

0 1 2 3 4 5 6 7 8 9 10

○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○

* 29. To what extent do you think it is necessary to increase the number of young people who participate in the Eurodyssey Programme in your region? From 0 to 10; 0= not necessary at all; 10= totally necessary.

Not necessary at all Totally necessary

0 1 2 3 4 5 6 7 8 9 10

○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○

* 30. To what extent do you think it is necessary to make changes in order to increase the number of companies that take part in the Eurodyssey Programme in your region? From 0 to 10; 0= not necessary at all; 10= totally necessary.

Not necessary at all Totally necessary

0 1 2 3 4 5 6 7 8 9 10

○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○

* 31. Which of these improvements of the Eurodyssey Programme do you think are most important? Two answers allowed

- Increase the budget assigned to each participant
- Increase the budget to accept more participants
- Increase the internship duration
- Increase the cultural offer
- Increase the number of the hosting and sending teams in every region
- Increase the number of companies
- Increase the number of companies through the diversification of economic sectors
- Increase the number of young participants
- Increase the dissemination of the programme in the region

Others (give an answer)

32. Please mention the most critical element to be reconsidered in order to reinforce the impact of the Eurodyssey Programme in your region One sentence only.

33. Please mention the most positive element of the Eurodyssey Programme in your region. One sentence only.

Design evaluation of the Eurodyssey Programme

We would be very grateful if you could fill out some documents (programesinternacionals.soc@gencat.cat) related to the procedures and protocols you use in your region that may be useful to share with the members of the network in order to improve the Eurodyssey Programme.

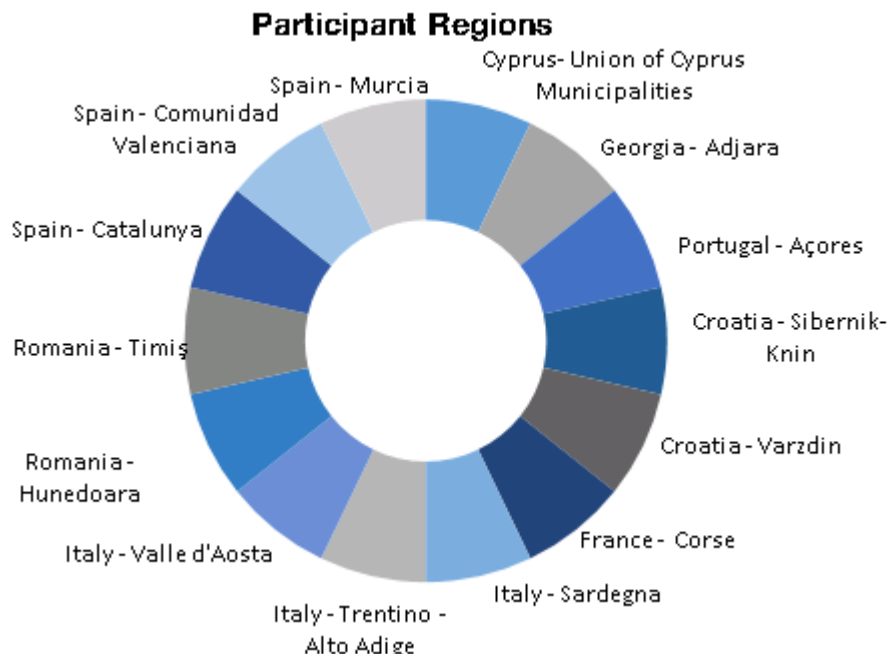
Thank you for your collaboration and for the time you kindly spent to answer this questionnaire.

Click Send to deliver the survey

Thank you for your collaboration

Tables and graphics on the results of the survey aimed at the network members

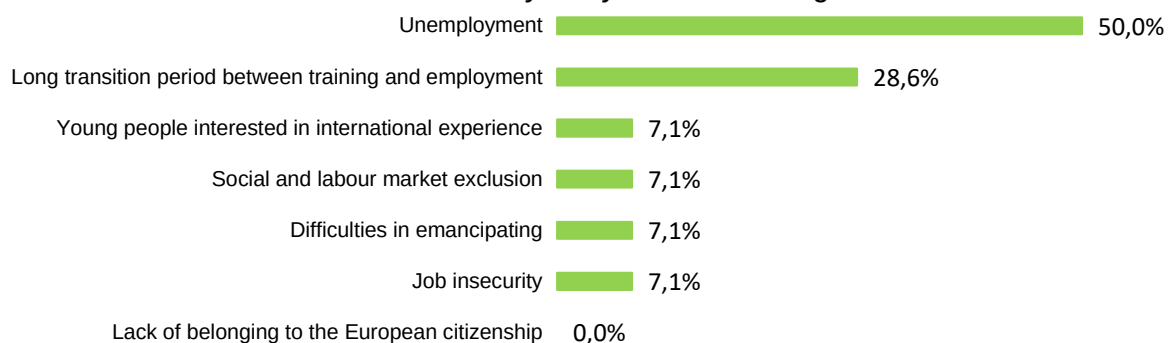
Question 1



Programme basis

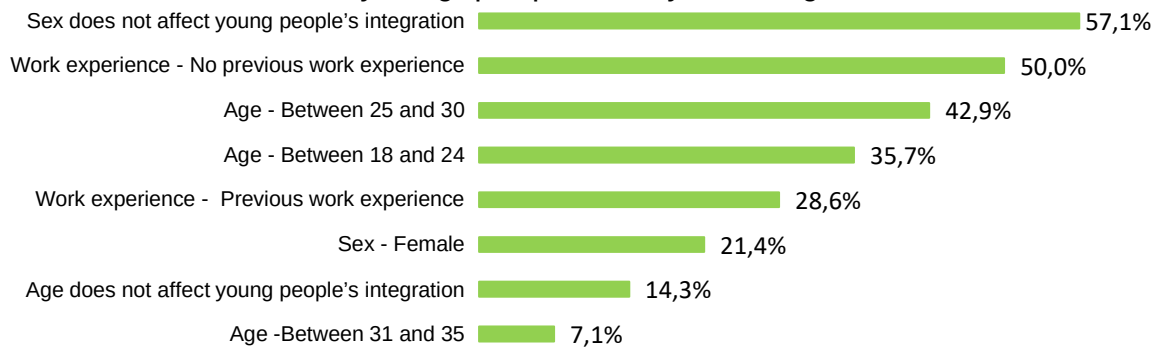
Question 2

Situation that affects young people in the region Eurodysey is willing to face



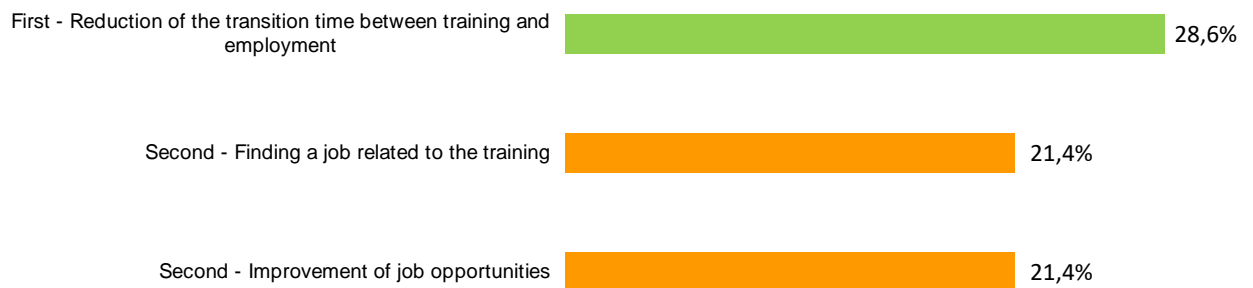
Question 3

Crucial elements in favour fo the integration of young people in your region



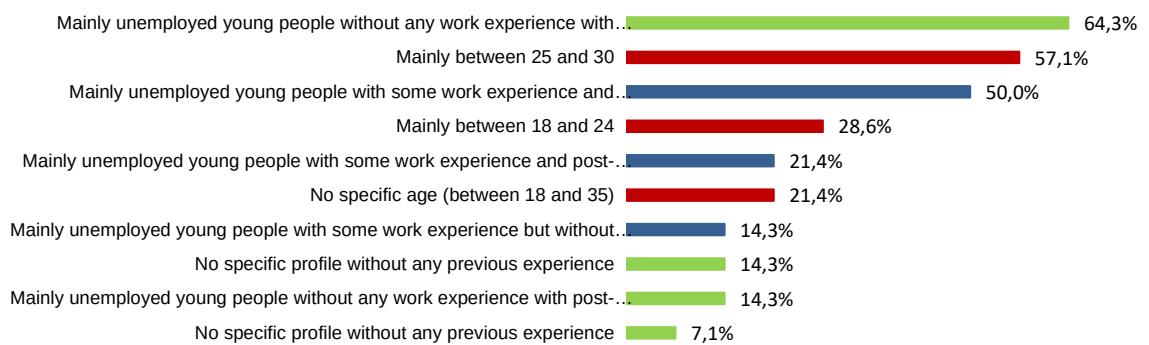
Question 4

Expected impact of Eurodyssey in your region



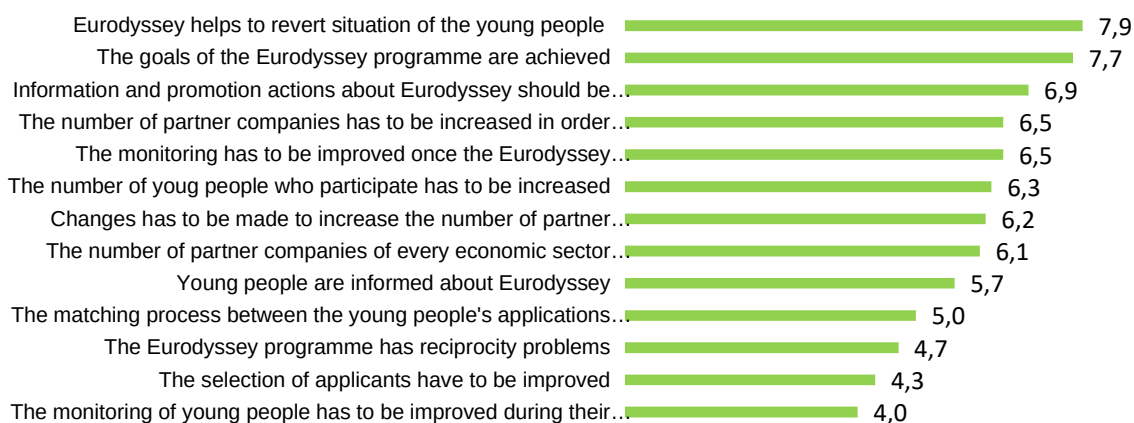
Question 5

Young people profile aimed Eurodyssey in your region



Questions 6-7-8-13-15-16-17-21-23-24-28-29-30

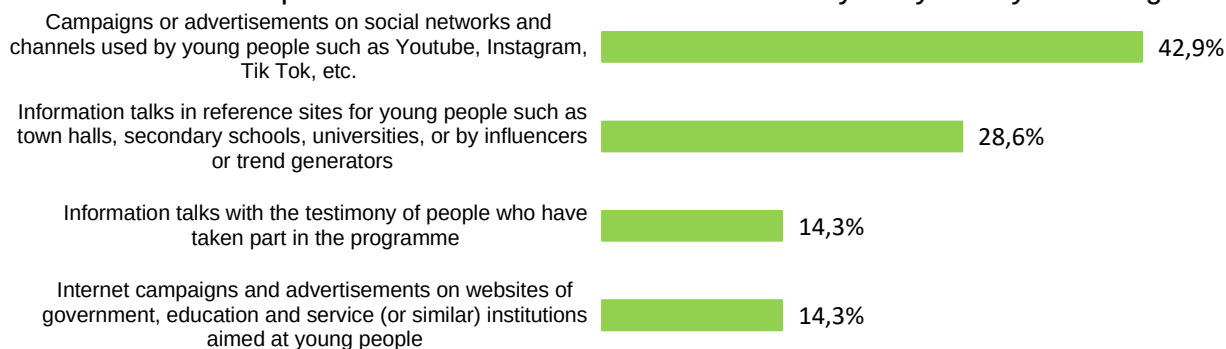
Eurodyssey Programme (0-10 scale)



Information and promotion of the programme

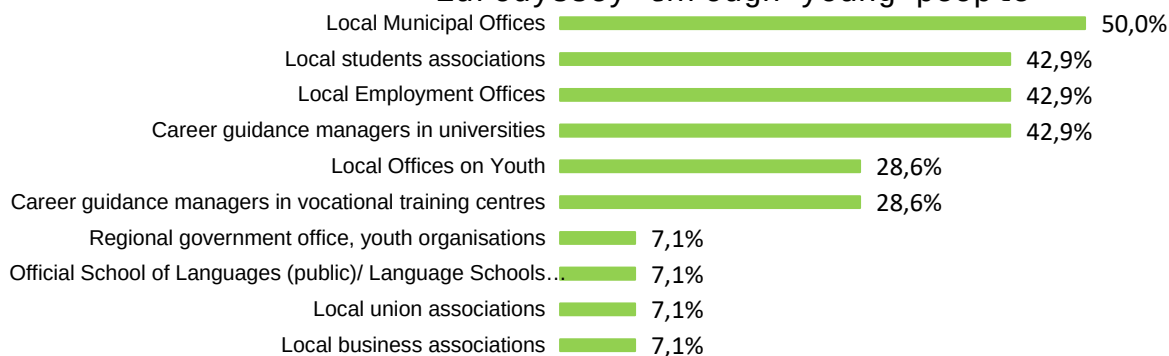
Question 9

Improvement to be done regarding information and promotion actions about Eurodyssey in your region



Question 10

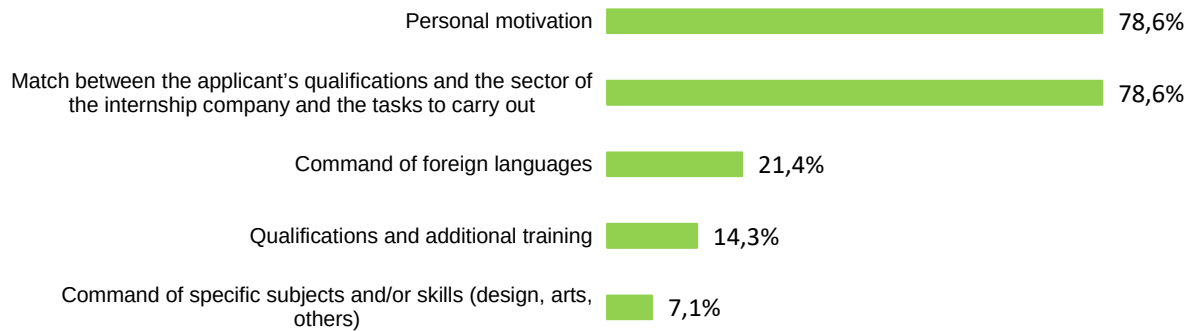
Key agents that receive and spread information about Eurodyssey through young people



Selection of young applicants

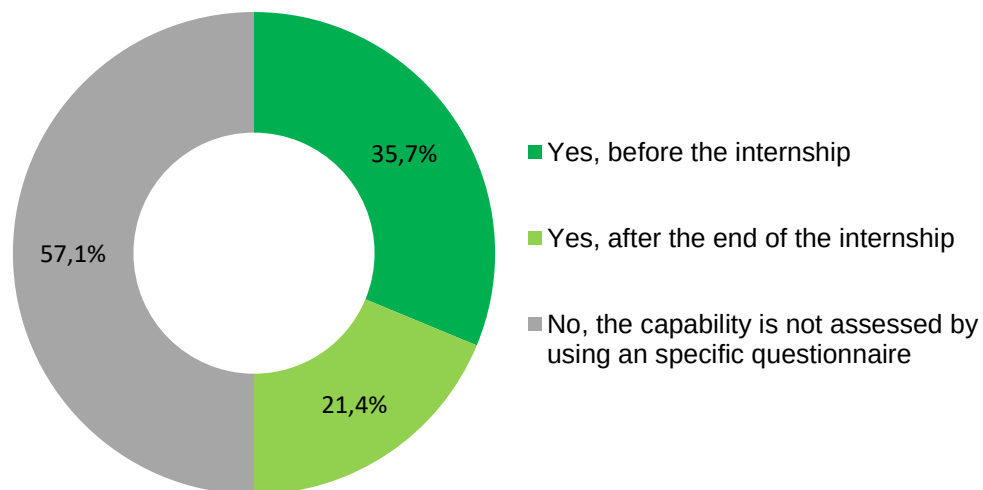
Question 11

Main aspects considered to select an applicant



Question 12

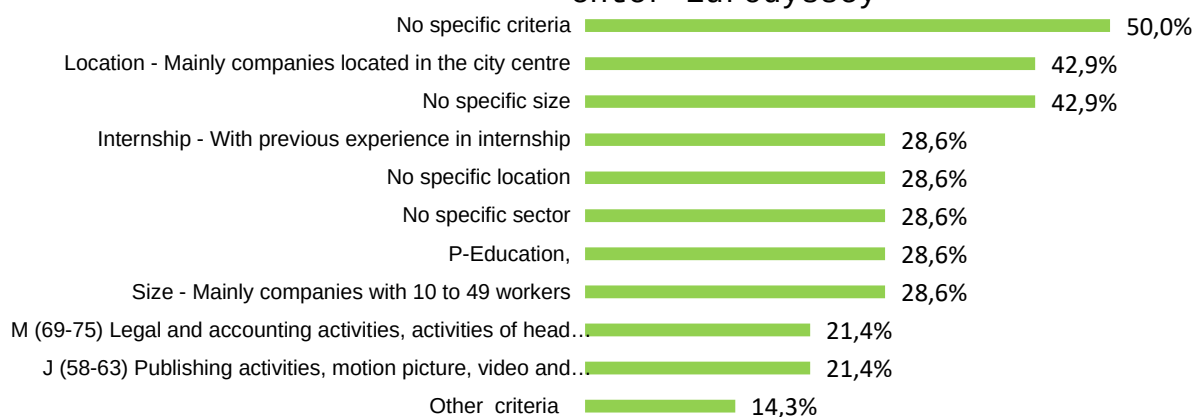
Capability of the young applicant assessed using a specific questionnaire



Publication of internship offers

Question 14

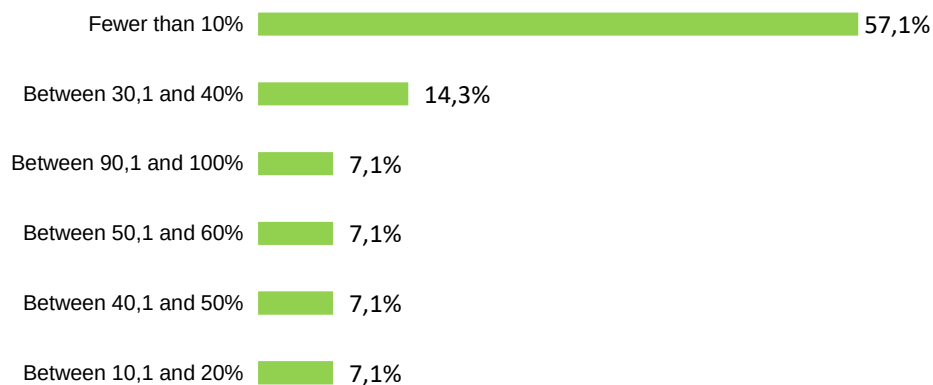
Main criteria companies have to meet in order to enter Eurodissey



Match between applications and internship offers

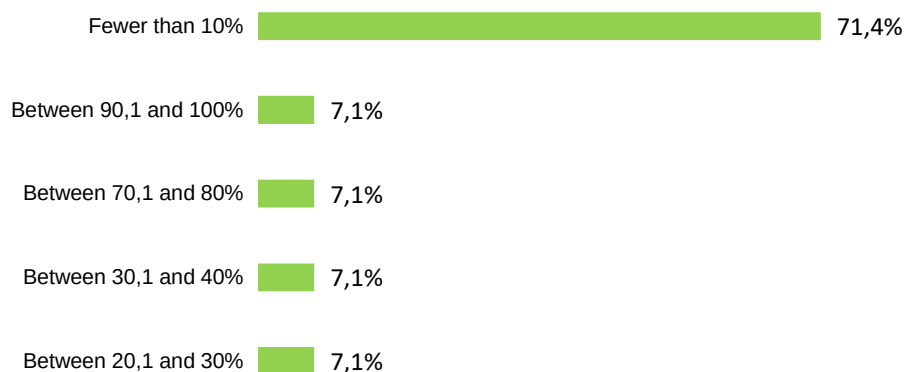
Question 18

Percentage of pre-selected applicants do not obtain any intership



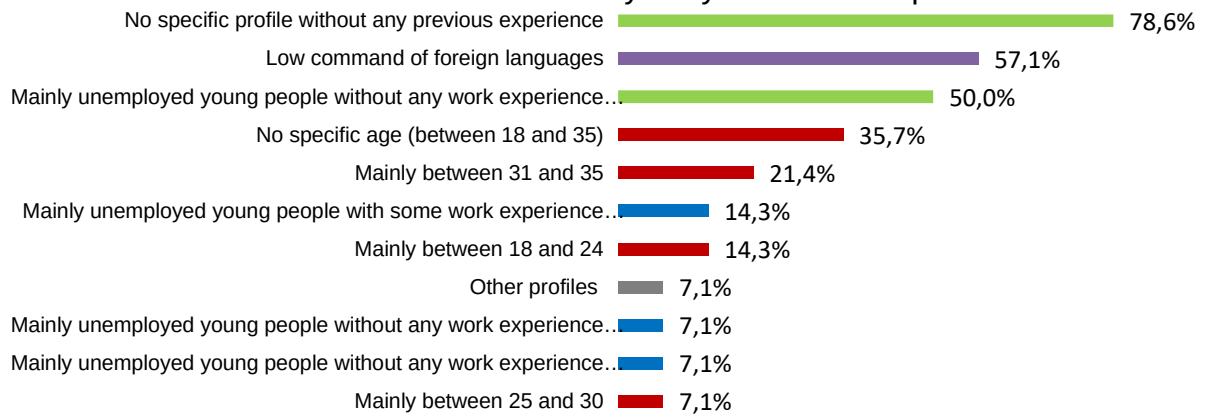
Question 19

Percentage of pre-selected applicants do not take up the intership offer because they have found a job



Question 20

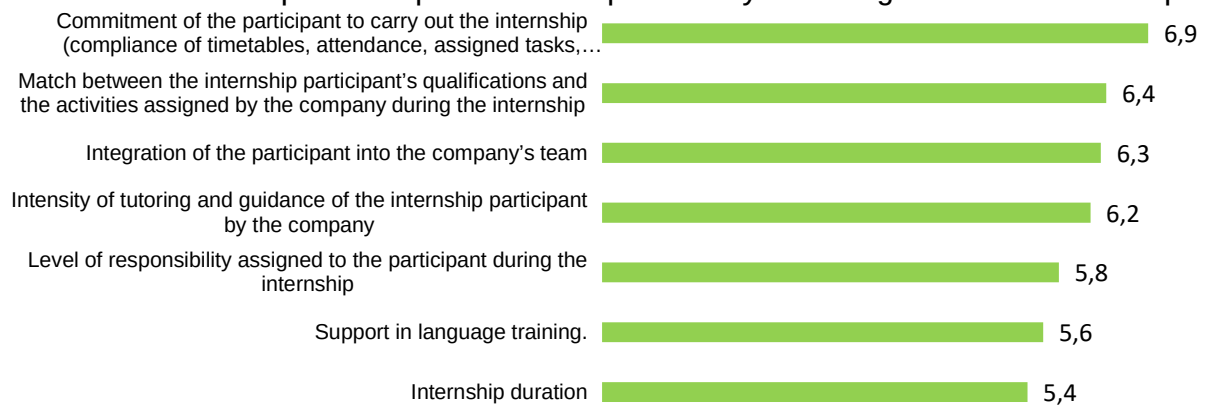
Profile of young people that usually do not get an Eurodyssey internship



Monitoring of the stay and of the internship

Question 22

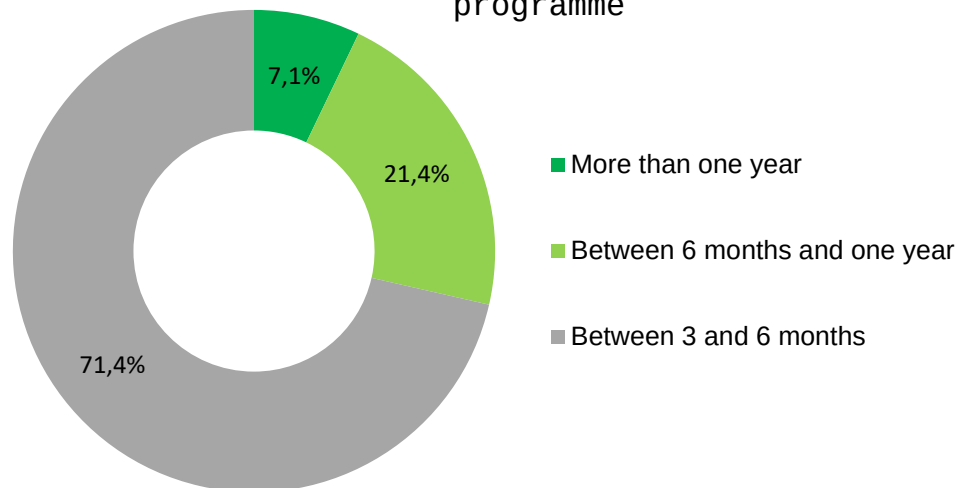
Aspects that affect the improvement of the participant's capability during the internship



Monitoring and goals achievement

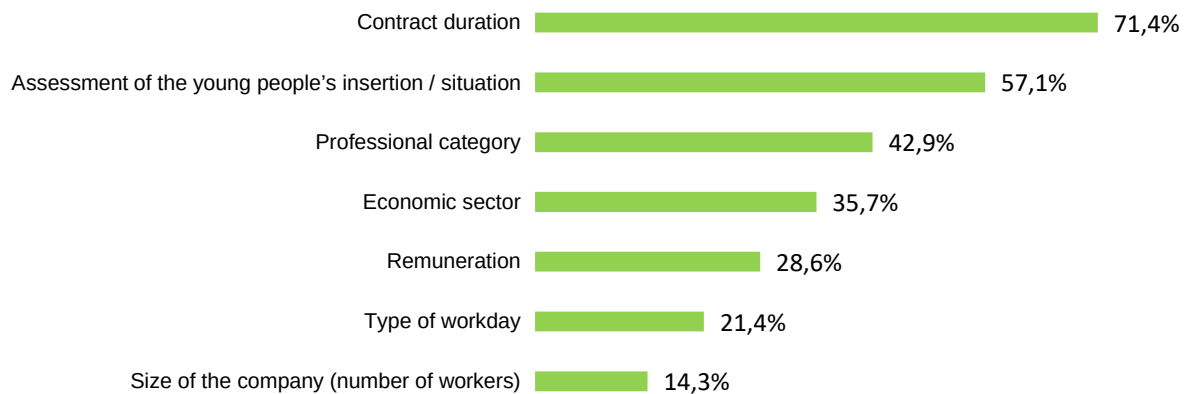
Question 25

Period of time is deemed relevant for participants to achieve goals of Eurodyssey programme



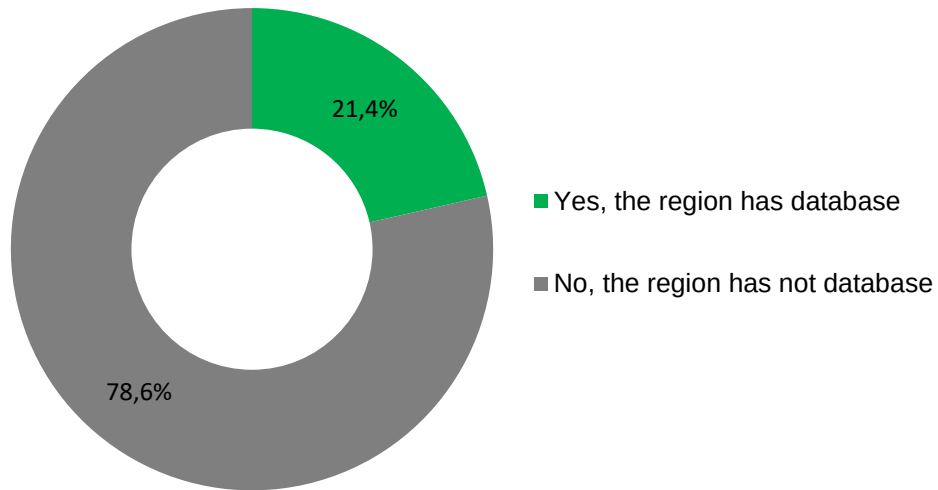
Question 26

Variables considered to monitor the insertion of the young participants



Question 27

Regions with database available to measure the achievement of Eurodissey goal's



Programme evolution

Question 31

Most important improvements of Eurodissey



Question 32

Most critical element to reinforce the impact of the Eurodyssey programme



Question 33

| The most positive element of the Eurodyssey Programme |
|--|
| Internship opportunities in scientific and tourist areas |
| Young people interested |
| Strong experience of independence of young people both those who leave and those we welcome |
| Ocupability |
| Youngsters come back more confident, both professionally and personally, and foreign candidates like to come back with their friends, families, as tourists |
| All unemployed participants send from our region found a job after finishing the programme |
| The young participants acquire new competencies and make the most of them in the labour market discovering in the same time another culture, gaining independence and improving their foreign language skills. |
| Intercultural exchange between young people and local companies |
| Youth promotion |

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