

INTERREG SIV

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Second Evaluation Report

Version 1
31st May 2022

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1. Summary 2nd Evaluation Data Lab, Day 1 (4th May 2022)

1.1. Participants

PP1 NAS (Anja Grunow), PP9 DW (Pétur Thorsteinsson), PP2 ZEF (Goran Jeras), PP3 Sklad 05 (Sasa Percic), PP4 IFKA (Anna Meszaros, Tamas Szenttamasi), PP5 (Clemens Foschi), PP6 CpkP (Eva Skrabalova, Ivo Skrabal), PP7 RARR (Katarzyna Kielanowska), PP8 CFF (Aleksandra Zablocka, Dorota Nowicka, Kamila Lozinska), PP10 WU (Christian Grünhaus, Eva More-Hollerweger, Flavia Bogorin, Stefan Schöggel), PP11 Centire (Lubomir Billy)

SIV Partner meeting Vienna 2022/05/04 Attendance list
2nd Data Evaluation lab

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1.2. Agenda

The first day of the 2nd evaluation data lab focused on the final results of the overall project monitoring. The agenda points were, thus, as follows:

Update Monitoring Data

- Social Impact Fund
- Social Impact Vouchers



- Reached Stakeholders
- Communication & Events

Discussion

- Learnings monitoring
- How to meet final targets

1.3. Update on Monitoring Data

The following report on monitoring data mainly includes the discussion on targets during the Evaluation Data Lab, Day 1. For exact numbers to the different targets per partner as well as in total, please see the slideshow presentations attached in the annex of the report at hand.

1.3.1. Monitoring of the Social Impact Fund

We notice a significant increase in activities and events addressing potential investors within the last 6 months. Within this timeframe, 11 such activities were conducted additionally. This also enabled us to leverage additional funds for the SIV project. As per April 2022, the partnership leveraged almost 1,5 Mio. Euros from public and private investors.

1.3.2. Monitoring of the Social Impact Vouchers

Activities related to the implementation of the voucher programmes also intensified within the last 6 months. We notice an increase in voucher recruiting events as well as in quarterly stakeholder briefings with labour market stakeholders. By April 2022, 752 persons were trained and 259 FTE-jobs (full-time equivalent) were created within the framework of the national voucher programmes. In total 3.116 monetary as well as informational vouchers were distributed to all types of beneficiaries by this point.

1.3.3. Reached Stakeholders

The SIV partnership surpassed most targets referring to stakeholders to be reached, especially public authorities on the local as well as regional and national level. In total, 46 local, 98 regional and 21 national public authorities were reached within the project runtime until April 2022, exceeding by far the targets of 30 local and regional public authorities each and 12 national ones. The partnership also performed well in reaching infrastructure and (public) service providers as well as interest groups such as philanthropic organizations, donors or unions. Compared to the targets of 5 infrastructure and service providers and 20 interest groups, the partnership reached 30 and 43 stakeholders, respectively.

1.3.4. Communication Activities & Events

During the closing phase of the SIV project, the partnership also put more emphasis on communication and dissemination activities. Until April 2022, 686 posts to social media, newsletters or in blogs were published, which represents an increase of 228 in the last 6 months. Furthermore, dissemination activities in form of webinars, investors workshops, data labs and the Policy & Practice Conference also took place. Solely the target regarding press releases was not yet reached by April 2022.



2. Summary 2nd Evaluation Data Lab, Day 2 (18th May 2022)

2.1. Participants

PP1 NAS (Anja Grunow), PP9 DW (Klaus Kittler, Pétur Thorsteinsson), PP2 ZEF (Goran Jeras), PP3 Sklad 05 (Sasa Percic), PP4 IFKA (Anna Meszaros, Tamas Szenttamasi), PP6 CpKP (Eva Skrabalova, Ivo Skrabal), PP7 RARR (Katarzyna Kielanowska), PP8 CFF (Aleksandra Zablocka, Dorota Nowicka, Kamila Lozinska), PP10 WU (Eva More-Hollerweger, Flavia Bogorin, Stefan Schögg), PP11 Centire (Lubomir Billy)

▼ **Teilnehmer (16)**

EM	Eva More-Hollerweger (Ich)	
FB	Flavia-Elvira Bogorin (Host)	
AZ	Aleksandra Zabłocka	
AG	Anja Grunow (Neue Arbeit/SIV)	
AM	Anna Mészáros IFKA	Mehr >
DN	Dorota Nowicka (CFF, Poland)	
ES	Eva Skrabalová	
	Goran Jeras	
IT	István Tamás Szenttamási, IFKA	
IŠ	Ivo Škrabal	
KŁ	Kamila Łozińska	
KK	Katarzyna Kielanowska, RA...	Mehr >
KK	Klaus Kittler	
L	Lubomír Billý (Centire)	
	Pétur Thorsteinsson	
SS	Stefan Schögg	



2.2. Agenda

The presented content was separated by country, as well as by target group of the survey (job seekers or employers). The agenda points where, thus, as follows:

1. Germany (NAS): Impact job seekers
2. Austria: Impact job seekers
3. Czech Republic: Impact job seekers
4. Czech Republic: Impact employers
5. Hungary: Impact job seekers
6. Hungary: Impact employers
7. Slovenia: Impact job seekers
8. Slovenia: Impact employers
9. Poland: Target group description & Impact job seekers
10. Poland: Description employers

The agenda was concluded by a final discussion round.

2.3. Evaluation: Methods

Based on the initial evaluation concept, within the framework of the current analysis we focused on two main stakeholders: The job seekers and employers. For these two stakeholders we collected for each partner country primary data within the scope of our possibilities. Ideally, we would be able to collect in each partner country data at the following points in time:

Job seekers data collection:

- registration data (when applying for the voucher programme → more relevant for the voucher implementation than for the evaluation)
- onboarding data (when launching the voucher programme → baseline data)
- offboarding data (when finishing the voucher programme → short-term impact data, to be compared with the baseline data for assessing the outcomes directly linked to the programme activities)
- follow-up data (6 to 12 months after finishing the voucher programme → medium-term impact data, for assessing the sustainability of the identified impacts)

Employers data collection:

- registration & onboarding data (when launching the voucher programme → baseline data)
- offboarding data (when finishing the voucher programme → short-term impact data)
- follow-up data (6 to 12 months after finishing the voucher programme → medium-term impact data)

However, due to delays in the programmes implementation as well as due to the different focal points of the programmes (e.g. trainings not directly addressing employers), data could not be collected at each of these points in time for each of the partner countries. For this reason, some data collection instruments had to be adapted to fit the individual needs of the project partners and for instance combined questions from the registration and offboarding questionnaires for a one-time survey. The table below gives an overview over the different data sets sources available for each country:



	Job seekers data				Employers data		
	Registration	Onboarding	Offboarding	Follow-up	Registration & onboarding	Offboarding	Follow-up
Germany (NAS)			X				
Croatia							
Slovenia			X			X	
Hungary	X	X	X		X	X	
Austria	X	X	X (2 phases)	X			
Czech Republic	X	X	X			X	
Poland	X		X		X		
Germany (DW)			X			X	
Slovakia	X	X					

The data was collected quantitatively, either via online surveys or via Excel data collection templates. A mixture of open and closed questions were used for the surveys. For most of the closed questions, Likert scales from 1 (full disagreement) to 5 (full agreement) were used. The data collection occurred at country-level, for each voucher programme. When needed, the questionnaires were translated into the local languages.

The survey was set up as a panel, thus making use of a pseudonymised personalised code to identify the respondents across data collection points in time and to link the different data sets together. This would enable us to track the development of the impacts for each participants across the different points in time in a pseudonymised way. However, due to the partly very small sample sizes in some partner countries, the possibilities for quantitative data analyses were limited and these results should thus be treated with caution.

For the data analysis, mainly descriptive univariate and bivariate analysis methods were used. Where possible, comparisons were drawn between the different points in time where surveys were conducted. The results were illustrated either via percentage shares per answer category or via average means and visualized via different types of charts and diagrams.

2.4. Evaluation: Final results

Next, a summary of the main impacts of the programmes on job seekers and/ or employers will be presented for each country. For more detailed information on the identified impacts, please see the slides in the annex. The current report does not include any results for Croatia and Slovakia, as unfortunately no relevant impact data could be collected on the voucher programmes being implemented in these countries.



2.4.1. Germany (NAS): Impact on Job Seekers

The survey used to evaluate the impact of the NAS programme on the job seekers was the NAS Offboarding Survey with 25 participants, which took place in February 2022. The gender ratio was balanced, with no non-binary participants. The age groups were also similar, with only the under 25 years olds less represented. More than half of the participants finished vocational school, with a small number having a Bachelor or similar. Three quarters were born in Germany, and two thirds had a household size of 1 or 2 persons.

Considering work experience, about a quarter each spent less than 1 year or more than 5 years at the same employer, with the relative majority having spent between 1 and 3 years at the same employer. More than half of the participants conducted either specialized or complex specialist activities at their most significant previous employment. At the time of the survey, half of the participants were registered unemployed for 1 to 5 years, and a further third was long-term unemployed, with more than 5 years of unemployment. 36% stated they were career starters, 28% were single parents, and 16% persons with disabilities.

The relative majority had no income, and a further third only between 400 and 500€. Most of the participants worked between 10 and 19 hours per week in the employment programme, followed by 20 to 29 hours. Nearly two third stated having no free time per week at all, with only small shares having 1-10, 10-25 and more than 25 hours per week each.

With an average of 4.43 out of a possible 5 points, the satisfaction with the employment programme was high. Falling short was the satisfaction with the current income, with an average of only 2.24, pointing out that the employment programme did not help in this aspect in the short-term. The impacts as a result of the programme that gained the most agreement from survey participants were having gathered valuable work experience, feeling part of and having received valuable support from the team/ community, and being able to fulfil tasks more responsibly alone and more effectively when in a team. It can thus be concluded that participants were very satisfied with the employment programme, and its biggest impacts were the experience and organisational as well as operative skills obtained as a result of the employment. A positive remark was that this appears to have been achieved without resulting in too much additional stress on the participants and without overwhelming them. There were also further positive impacts, like improving communication skills, spending time in a more meaningful way, meeting new people, improving self-esteem and feeling appreciated.

When it comes to improvements in life quality, the most significant improved was achieved in the work situation (average 4.25), which ties in well with the points stated above, as well as the personal situation (average 4.00). A very slight improvement can even be stated for the amount of free time.

Considering future outlooks, more than half of the participants will continue the job they started as a result of the employment programme, underlining the sustainability of the programme, with a further third starting or continuing to look for a job. In total, there is a tendency for the participants to see their future hopeful, instead of hopeless, with an average of 3.68.

2.4.2. Austria: Impact on Job Seekers

The impact of the Austrian voucher programme on the participating job seekers was assessed by means of five surveys: The job seekers registration and onboarding surveys, both being conducted in October 2020, followed by two offboarding surveys taking place respectively after the first, basic phase of training programme in March 2021 and after the second, more advanced phase in September 2021, and a follow-up survey conducted in April 2022.

Although the surveys were set up as panels, we noticed a significant drop-out in the course of time: While 23 participants filled out the registration and onboarding surveys at the beginning of the programme, merely



8 participated in the follow-up survey. Due to the very small sample size of the follow-up survey, we decided not to limit the analysis to the 8 participants that completed all five surveys in the sense of a panel analysis, but rather to analyse each data set in its entirety in the sense of five cross-sectional analyses and thus also to take into consideration the impacts of the persons that later dropped out. This ensured larger sample sizes for the earlier surveys, thus also ensuring more valid and meaningful results.

Over half of the participants surveyed during registration were male (61%) and aged between 25 and 35 years old (57%). 78% were Austrian citizens. We could observe quite high levels of education compared to target groups in other partner countries, almost half of the participants having completed the baccalaureate (44%). 26% reported having a bachelor and another 17% a master degree or equivalent. Their main reasons for vulnerability on the labour market were being unemployed for longer than 12 months or being career starters.

The participants showed quite average satisfaction with life (average mean of 3,7) and work in general (3,3) and even below average satisfaction with their income (2,4) during the onboarding phase. The satisfaction levels even slightly decreased during the course of the programme, but then significantly improved at the follow-up survey, reaching 4,4 each concerning the satisfaction with life and work in general and 4,0 concerning the satisfaction with the income.

During the follow-up survey, 75% of participants perceived an improvement in their personal situation as a result of the programme, while during offboarding merely 47% shared this opinion. Even more conclusive is the impact of the programme on their work situation: While over half of the participants (53%) perceived no change in their work situation during the 1st offboarding phase, all participants reported improvements in this regard in the follow-up survey. This is also linked to having a higher motivation to improve their work situation and at the same time to feeling more confident in their ability to achieve this goal. The subjectively perceived improvement in work situation is also confirmed by the hard indicator tracking the development in their labour market situation: While at registration all participants were registered unemployed, with 39% being long-term unemployed, during follow-up all participants had a job, 75% being employed with indefinite contracts. A similar trend can also be observed regarding the income situation: During offboarding the majority perceived no change in their income as a result of the programme (63% after the first phase and 69% after the second phase of the programme), however, by the time of the follow-up survey, all participants reported improvements. These results is also confirmed by the hard indicator of income distribution: While at onboarding 53% of the participants earned between 500 and 999 Euros per month, the income steadily increased over the course of the programme. By the time of the follow-up survey, 57% of participants were earning between 1.500 and 2.000 Euros per month, while the remaining 43% were even exceeding the 2.000 Euros mark.

The impact of the programme on their family situation was however less significant, 63% of participants reporting no change during follow-up. Also the impact of the programme on the comfort of living was quite limited, half of the participants noticing no change during follow-up. The general assessment of the participants' social interactions did not change much over the course of the programme either, however, they did feel more part of the team/ community and received valuable support from the team/ community during the programme (4,6 and 4,4 respectively during the 2nd offboarding phase). This feeling significantly decreased after graduating from the programme (3,0 and 3,9 respectively during the follow-up).

The assessment of the programme's impact on the participants' health situation was quite mixed. While the vast majority did not perceive a change in their physical health condition or in their lifestyle (63% each during follow-up) due to the programme, the impact on their psychological/ mental health condition was more significant: roughly half the participants perceived an improvement due to the programme during the two offboarding phases as well as during follow-up, however there were also some that noticed a decline in their general condition (13% during follow-up and even 21% during the first offboarding phase). Some improvements could be observed regarding their self-esteem (increase from 3,7 during 1st offboarding to



4,0 during follow-up), but on the other hand also a slight decline in confidence, from 4,2 during 2nd offboarding to 3,9 during follow-up.

The programme even had a negative impact on the amount of free time available, with 61% of participants perceiving a decline during the second off-boarding phase. This is presumably due to the programme being very intensive and time-consuming. At the same time, the participants felt being able to use their more limited time in a more meaningful way (4,5 average during the 2nd offboarding). However, during follow-up the time spent felt less meaningful (merely 3,5 average), which may indicate a certain dissatisfaction with the employment.

A positive change in employability was also noticeable over time: Participants felt better equipped to work as programmers and felt having significantly improved their chances of finding a job, both aspects rated with very high averages of 4,4 and 4,6, respectively. The programme also contributed significantly to improving the skills and knowledge of the participants, which was already noticeable during the first offboarding phase: With high average scores of over 4, the participants learned how to independently carry out own programming projects, how to use new software as well as how to work more effectively with others while fulfilling their tasks and they also improved their communication skills.

The participants are quite optimistic about their future in general, with an average score of 4,1 during follow-up. Particularly high agreement can be observed with regards to their career getting a new sense of purpose due to the programme and to having a clearer idea about their career goals as well as having a clearer plan about how to achieve these goals, all registering averages above 4.

2.4.3. Czech Republic: Impact on Job Seekers

Three surveys were used to evaluate the impact on job seekers in the Czech Republic, namely the job seekers registration, onboarding and offboarding surveys. 54 people participated in registration and onboarding, and 58 in offboarding, the latter being done in March of 2022. More than three quarters of participants were female, and a big majority between 26 and 49 years old, fitting with the self-categorisation into disadvantaged groups, where 31% are re-entering the labour market after parental leave and a further 15% are a single parent. The vast majority of the participants were job seekers hoping to find employment, but a small number were self-employed, interested in capacity building activities for entrepreneurs. By far the largest labour market group were those unemployed for 1 to 5 years at onboarding, whereas at offboarding, this number was reduced to almost a third, with most of them finding either temporary or indefinite part-time or full-time employment. The educational level of the participants, as well as their labour experience activity complexity, was relatively low.

A slight improvement in income can be observed from comparing onboarding and offboarding data, but this was not a large increase. A larger increase can be seen with the work hours per week. The trade-off was less free time per week for the participants. At the time of the onboarding, the physical and mental health, as well as the perceived comfort of living were all rated rather neutral or negative; however, the mental health and comfort of living had improved by the time of the offboarding. An even more considerable improvement was noticed with the participants' work situation, while income, personal and family situation improved as well.

The most tremendous impacts the programme had on the participants was more motivation and confidence to improve their work situation, together with an improvement in self-esteem and confidence in the own abilities. They also have a clearer idea about their professional goals and how to achieve them. Furthermore, the participants felt their work situation gain a new sense of purpose and felt more appreciated, and they were able to meet new people with similar interests. In contrast, the level of stress and feeling overwhelmed did not increase as a result of the programme.



With an average of 4.47 out of 5, the participants were very satisfied with the programme. Considerable improvements in satisfaction levels with several aspects could be registered - namely with life in general (from 2.89 to 4.07), with work in general (from 2.39 to 3.66) and with income (from 2.21 to 3.24). 16% had already found a new job as a result of the programme at the time of the offboarding, with 15% having found one on their own. 44% were looking or continuing to look for another job, while a third will continue the job they started as a result of the programme. This highlights the stable work conditions or professional plans of the participants at offboarding - whose future outlooks improved considerably, with a change in hopefulness from 3.02 to 4.4.

2.4.4. Czech Republic: Impact on Employers

The Czech employers offboarding survey was completed in April 2022. 44 organizations participated, all using the programme to cover salary costs for temporary work contracts. The average voucher value was 4,215€, creating on average 0.89 full-time equivalent (FTE) jobs for 1.07 persons, with a refunding rate of 11% and future refunding rate willingness of 11%. More than half of the organizations were either satisfied or very much satisfied with the voucher programme. All of them could save expenses for salaries, and two thirds agreed in general to the statement that the preparatory work led to savings of money or time at recruitment. None of the companies had higher operating costs due to their participation in the programme.

A third of the organizations could perceive increased labour productivity, while no real change can be observed in terms of revenue, services provided, target groups addressed or delays in the recruitment process. The employers perceived that their new employees from the voucher programme gained new skills and competences from their employment, and that they could improve their life situation. All in all, all of the employers were satisfied with the work of their new employees, with half even stating being very satisfied.

2.4.5. Hungary: Impact on Job Seekers

Hungarian job seekers participated in three surveys, namely the registration survey (with 66 participants), the onboarding survey (with 41 participants) and the offboarding survey (with 44 participants). By using a pseudonymisation code, 39 panel participants could be identified. These participants filled out all three questionnaires.

Around 40% of the job seekers were women and 60% men. The majority of the participants (75% of the registration survey and 82% of the onboarding survey participants) completed the elementary school as the highest educational level, 8% or 9% completed a vocational school and the rest (17% of the registration and 9% of the onboarding survey) did not finish elementary school. The educational level is therefore relatively low as compared to other countries. The participants (of the onboarding survey) include persons with disabilities, persons belonging to an ethnic minority and career starters.

More participants (45%) were satisfied with the employment programme than unsatisfied (4%), although the majority (51%) assessed the programme as neutral. 44% of the participants stated that they were able to gather valuable work experience, 37% improved their chances of finding a job significantly and 35% improved their chances to access other employment measures/trainings. More specifically, 59% indicated that they have become more reliable in fulfilling their tasks, 58% have learned how to work independently. 45% stated that they are now able to work more effectively with others for fulfilling their tasks.

The programme did not worsen or improve the amount of their free time considerably. 40% stated that they better learned to structure their daily routine and 34% used their free time in a more meaningful way. None of the participants agreed that they had to give up leisure activities in order to be able to focus on the programme, 45% disagreed with the statement and the rest assessed it neutrally.



In terms of social interactions and health, 52% of the participants stated that their self-esteem improved and 42% felt more confident in their abilities. The Hungarian participants rated other health impacts of the programme quite neutrally.

Concerning the future, the participants are not very optimistic. One third (32%) are hopeful about their future, 9% rather hopeless and 51% neutral.

For comparing the level of satisfaction before and after the programme, we analysed the panel group. Interestingly, the level decreased in terms of satisfaction with their life in general and in terms of satisfaction with their work. Satisfaction with the income remained relatively stable on average. This rather pessimistic assessment might also be a reflection of the general circumstances in society, i.e. in regard of COVID-19.

2.4.6. Hungary: Impact on Employers

Two employers completed the employers' offboarding survey in Hungary. They received vouchers in the amount of 1.400 and 6.600 Euros and employed 40 full time equivalents in total. They were in general quite satisfied with the programme, although one employer was rather unsatisfied with the new employees' work performance.

In terms of financial advantages, both employers were able to save recruitment/hiring costs. Both companies stated that they could build new work relationships and were able to expand their network because of the programme. Furthermore, their key personnel could develop a better understanding of the social and personal needs of the new employees.

The employers saw the most positive impact of the voucher programme in the opportunity to try new methods that may be used in the future programmes of the organization and in the saving of time and energy.

2.4.7. Slovenia: Impact on Job Seekers

For determining the impact of the Slovenian voucher programme on the job seekers, data from the offboarding survey conducted in April 2022 was used. 12 job seekers filled out the survey. Due to the small sample size, the possibilities for performing quantitative analyses are limited and the results must thus be interpreted with caution. The majority of the participants was male (71%), between the ages of 36 and 49 years (50%) and with a Bachelor degree or equivalent (63%). All participants were Slovenian citizens and were employed at the time of the survey (71% with indefinite contracts). The participants are fairly experienced, 75% having more than 5 years work experience at one employers.

The participants reported very high satisfaction with life and work in general (average means of 4,3 and 4,4, respectively) as well as with the programme (average of 4,6). Merely the satisfaction with the income was significantly lower, averaging at 3,6. In spite of the high satisfaction with work, 71% of participants perceived no change in their work situation due to the programme, while the remaining 29% perceived an improvement. The impact of the programme on the family and personal situation was non-existent, all participants reporting no change, while the impact on the income was very limited, merely 14% of participants noticing an improvement as a result of the programme. However, 63% of participants feel more motivated to improve their work situation due to the programme.

Furthermore, also the perceived employability of participants did not change significantly due to the programme: 71% each rate their changes of finding a job or of accessing other employment measures as neutral and merely 38% feel better equipped to work in the field in which they were trained. Regarding the skills and knowledge acquired due to the programme, the most considerable improvement could be observed in the participants' ability to better organize their work and to work more effectively with others for



fulfilling their tasks (51% and 50% agreement, respectively). The programme did not have an impact on their computer skills, communication skills or language skills (71% disagreement each).

Also other areas of the participants' lives are barely touched by the programme. None of the participants notice and change in their amount of free time and 86% of participants report that their comfort of living remained unchanged as a result of the programme. Also with regards to their relationship with relatives and friends, 63% of participants perceive no change due to the programme. However, participating in the programme made them feel part of the team/ community (75% agreement) and allowed them to receive valuable support from the team/ community (100% agreement). Also, for 63% of participants the programme had a positive impact on their physical health conditions, improvements in their psychological/ mental health conditions were reported by 76% of participants.

With an average of 4,5, the Slovenian participants are quite optimistic and hopeful about their future. 75% each report having clearer ideas about their professional goals due to the programme as well as clearer plans about how to achieve these goals.

2.4.8. Slovenia: Impact on Employers

The offboarding survey conducted in April 2022 contains information on the impact of the two employers involved in the Slovenian voucher programme. In both cases, the vouchers were used for covering training costs, while one employer also used them to cover salary costs. The vouchers enabled the creation of 9 FTE-jobs as temporary employment. In total, the employers received vouchers amounting to 4.100 Euro.

One employer assessed the voucher programme rather positively, while the other one neutrally. The main impact of the programme for one of the employers consisted in achieving increased turnover and/or additional income.

2.4.9. Poland: Target group description & impact on job seekers

In connection with the Polish voucher programme, a job seeker registration and offboarding survey were conducted. 137 job seekers registered for the survey, all female. 44% were aged between 25 and 35 years and further 39% between 36 and 49 years. 99% of participants were Polish citizens. The education level was comparatively high, 74% having a Master degree or equivalent. 95% also reported having previous work experience.

Only one participant completed the programme and thus filled out the offboarding survey until now. Therefore, no quantitative analyses are possible with this data. The main impact of the programme for the participant consisted in becoming employed part-time with a temporary contract. She reported very high satisfaction with the employment programme and her work situation in general as well as considerable improvements in her work and income situation due to the programme. Through the programme, she learned how to work independently as well as how to take on more responsibility when fulfilling her tasks and she improved her computer skills. With regards to her future outlook, she saw the programme as a chance to discover and develop new interests, which gave her work situation a new sense of purpose.

2.4.10. Poland: Description employers

One employer that participated in the Polish voucher programme also participated in the registration and onboarding survey for employers in April 2022. The employer is a public company that created a part-time temporary employment position within the framework of the programme. Its main reasons for joining the programme was being able to support specific disadvantaged groups through employment, to increase revenues by recruiting new employees in order to satisfy unmet market needs as well as saving hiring and



training costs. Furthermore, developing employee skills and competences through flexible and tailored training services and raising public perception for the target group and its needs were also mentioned as motivators for joining the programme. Given that no offboarding survey was carried out, we are unfortunately missing the impact data and can thus not assess to what extent the mentioned expectations of the employer were indeed also met.

2.5. Conclusion

The country-specific results of the impact analysis show considerable differences between the countries. This is in line with the fact that the voucher programmes are also being implemented very differently in the partner countries, both with regards to the target groups addressed and to the nature and scope of the activities and services provided. These very different frameworks and environments from one partner country to another make it impossible to conduct a reliable comparison between the countries. Therefore, the impact of each voucher programme should be assessed independently and moreover be interpreted in the respective context where the programme activities take place.

3. Annex

3.1. Screenshots slideshow presentation Evaluation Data Lab, Day 1:

4th May 2022 | Ankersaal Caritas Vienna

2nd Evaluation Data Lab, Day 1: SIV Overall Monitoring

WU (PP 10) | Flavia-Elvira Bogorin, Eva More-Hollerweger, Stefan Schögl

MONITORING DATA SOCIAL IMPACT FUND

Investor Activities

Number of investor events (D.T2.3.3.)

main target

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	2	3
PP5 Caritas		3
PP2 ZEF		2
PP3 Sklad		2
PP9 DW	2	1
PP4 IFKA	2	5
PP10 WU		0
PP6 CpKP	2	14
PP7 RARR	2	0
PP8 CFF		3
PP11 Centre	2	0
TOTAL	12	33

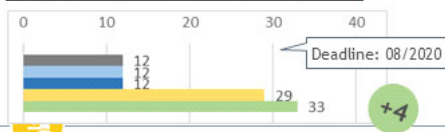
NOTE: small events due to Covid situation

Number of investor relations activities (D.C.7.1)

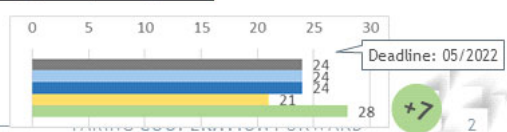
main target

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	3	3
PP9 DW		3
PP2 ZEF	3	3
PP3 Sklad	3	2
PP4 IFKA	3	1
PP5 Caritas	3	6
PP10 WU		0
PP6 CpKP	3	4
PP7 RARR	3	1
PP8 CFF		8
PP11 Centre	3	0
TOTAL	24	28

Comment: partners highlighted green updated the monitoring data in May 2022



Legend:
 ■ Target acc. Application
 ■ Target internal minimum
 ■ Target internal maximum
 ■ Targets achieved by December 2021
 ■ Targets achieved so far (May 2022)





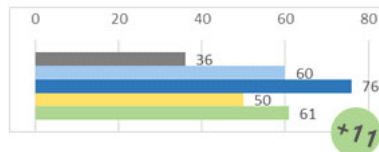
MONITORING DATA SOCIAL IMPACT FUND

Investor Activities

Investor events and relations activities

own indicator

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	10	10	7
PP9 DW			
PP2 ZEF	1	2	5
PP3 Sklad	2	2	4
PP4 IFKA	2	2	6
PP5 Caritas	6	6	9
PP10 WU			
PP6 CpKP	20	25	18
PP7 RARR	14	24	1
PP8 CFF			
PP11 Centire	5	5	0
TOTAL	60	76	61



Legend:
 ■ Target acc. Application
 ■ Target Internal minimum
 ■ Target Internal maximum
 ■ Targets achieved by December 2021
 ■ Targets achieved so far (May 2022)



TAKING COOPERATION FORWARD



MONITORING DATA SOCIAL IMPACT FUND

Private Investors

Number of private investors/donors addressed within SIV framework

own indicator

PP	Target (cumulated)	Achieved targets so far
PP1 NAS		3
PP9 DW		1
PP2 ZEF		1
PP3 Sklad		1
PP4 IFKA	7	7
PP5 Caritas		3
PP10 WU		
PP6 CpKP		28
PP7 RARR	20	0
PP8 CFF	20	75
PP11 Centire	5	2
TOTAL	52	121

Number of private investors/donors engaged in SIV

own indicator

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	2	2
PP9 DW	1	1
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA	0	0
PP5 Caritas		1
PP10 WU		
PP6 CpKP	1	6
PP7 RARR	7	0
PP8 CFF	10	1
PP11 Centire	3	0
TOTAL	24	12

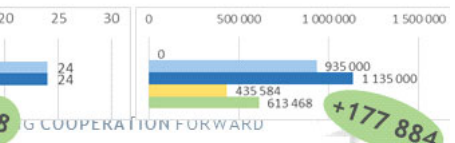
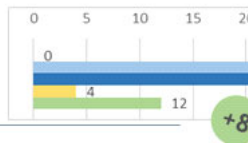
Amount of private capital invested in SIV (in EUR)

own indicator

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	400-600 000	105 000
PP9 DW	463 411	463 411
PP2 ZEF		0
PP3 Sklad	10 000	28 000
PP4 IFKA	0	0
PP5 Caritas		10 000
PP10 WU		
PP6 CpKP	10 000	4 900
PP7 RARR	0	0
PP8 CFF	12 000	2 157
PP11 Centire	50 000	0
TOTAL	945-1 145 000	613 468



Legend:
 ■ Target acc. Application
 ■ Target Internal minimum
 ■ Target Internal maximum
 ■ Targets achieved by December 2021
 ■ Targets achieved so far (May 2022)



TAKING COOPERATION FORWARD



MONITORING DATA SOCIAL IMPACT FUND

Public Investors

Number of **public** investors/donors **addressed** within SIV framework

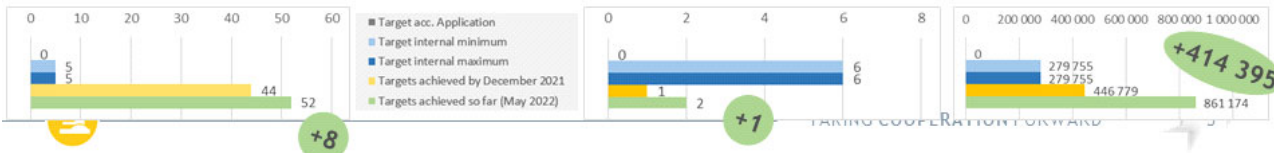
Number of **public** investors/donors **engaged** in SIV

Amount of **public** capital invested in SIV (in EUR)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	2	1
PP9 DW		
PP2 ZEF		2
PP3 Sklad		2
PP4 IFKA	1	4
PP5 Caritas		1
PP10 WU		
PP6 CpKP		42
PP7 RARR	0	0
PP8 CFF	0	0
PP11 Centire	2	0
TOTAL	5	52

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	2	1
PP9 DW		
PP2 ZEF		0
PP3 Sklad		0
PP4 IFKA	1	1
PP5 Caritas		0
PP10 WU		
PP6 CpKP		0
PP7 RARR	0	0
PP8 CFF	0	0
PP11 Centire	3	0
TOTAL	6	2

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	200 000	861 174
PP9 DW	0	0
PP2 ZEF		0
PP3 Sklad	0	0
PP4 IFKA	69 755	0
PP5 Caritas		0
PP10 WU		
PP6 CpKP	0	0
PP7 RARR	0	0
PP8 CFF	0	0
PP11 Centire	10 000	0
TOTAL	279 755	861 174

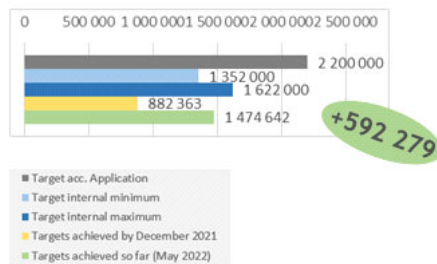


MONITORING DATA SOCIAL IMPACT FUND

Funds

Amount of funds leveraged based on project achievements (in EUR)

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	600 000	800 000	966 174
PP9 DW	460 000	460 000	463 411
PP2 ZEF	50 000	100 000	0
PP3 Sklad	10 000	10 000	28 000
PP4 IFKA	60 000	70 000	0
PP5 Caritas	100 000	100 000	10 000
PP10 WU	0	0	0
PP6 CpKP	10 000	20 000	4 900
PP7 RARR	0	0	0
PP8 CFF	12 000	12 000	2 157
PP11 Centire	50 000	50 000	0
TOTAL	1 352 000	1 622 000	1 474 642





MONITORING DATA SOCIAL IMPACT FUND

Questions?



TAKING COOPERATION FORWARD



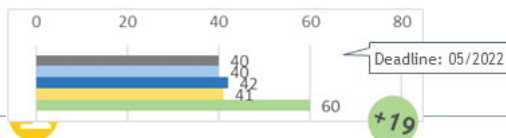
MONITORING DATA SOCIAL IMPACT VOUCHERS

Targeted Voucher Activities

Number of voucher recruiting events (D.T3.3.2)

main target

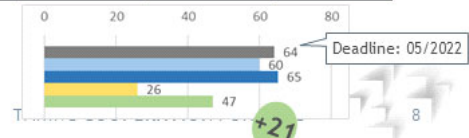
PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	6	6	4
PP9 DW			2
PP2 ZEF	6	6	5
PP3 Sklad	6	6	5
PP4 IFKA	4	6	6
PP5 Caritas			
PP10 WU	6	6	4
PP6 CpKP	6	6	12
PP7 RARR			0
PP8 CFF	0	0	0
PP11 Centire	6	6	22
TOTAL	40	42	60



Number of quarterly stakeholder briefings with labour market stakeholders (D.T3.4.1)

main target

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	16	16	13
PP9 DW			3
PP2 ZEF	8	8	2
PP3 Sklad	8	8	4
PP4 IFKA	4	8	6
PP5 Caritas			4
PP10 WU	8	8	1
PP6 CpKP	5	5	9
PP7 RARR			0
PP8 CFF	3	4	0
PP11 Centire	8	8	5
TOTAL	60	65	47





MONITORING DATA SOCIAL IMPACT VOUCHERS

Job seekers

Number of job seekers receiving vouchers

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	300	305
PP9 DW	120	472
PP2 ZEF		2
PP3 Sklad	2	2
PP4 IFKA	0	0
PP5 Caritas	36	8
PP10 WU		
PP6 CpKP		92
PP7 RARR	15	10
PP8 CFF	15	0
PP11 Centire	100	22
TOTAL	588	913

own indicator

■ Target acc. Application
■ Target internal minimum
■ Target internal maximum
■ Targets achieved by December 2021
■ Targets achieved so far (May 2022)



Number of job seekers successfully completing the voucher program within SIV framework

own indicator

PP	Achieved targets so	Criteria for successful completion
PP1 NAS	249	job placement
PP9 DW	200	Participation for the whole period
PP2 ZEF	4	
PP3 Sklad	0	Our goal is that unemployed get new or improve some of their skills and get the new
PP4 IFKA	40	Job placement (matching between employers and job seekers)
PP5 Caritas	43	graduation of the everyone codes training program; job placement is a secondary goal
PP10 WU		
PP6 CpKP	90	Below mentioned criteria corresponds to the criteria that we apply.
PP7 RARR	0	Completion of the training and signing a contract with employer
PP8 CFF	6	
PP11 Centire	20	job placement
TOTAL	652	

MONITORING DATA SOCIAL IMPACT VOUCHERS

Job seekers

Number of trained persons

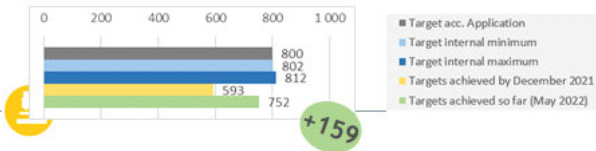
main target

Do we have a common understanding of this indicator? Please see the handout provided by NAS

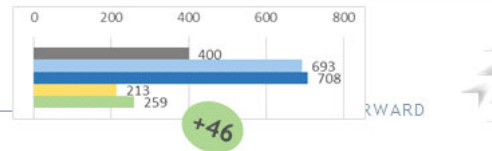
Number of jobs created based on project achievements

main target

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	300	300	165
PP9 DW	190	200	229
PP2 ZEF			15
PP3 Sklad	40	40	10
PP4 IFKA	0	0	0
PP5 Caritas	72	72	43
PP10 WU			
PP6 CpKP	50	50	26
PP7 RARR	30	30	0
PP8 CFF		30	1
PP11 Centire	120	120	263
TOTAL	802	812	752



PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS			29
PP9 DW	500	500	86
PP2 ZEF	50	60	8
PP3 Sklad	8	8	9
PP4 IFKA	40	40	40
PP5 Caritas	55	55	11
PP10 WU			
PP6 CpKP	5	10	40
PP7 RARR			10
PP8 CFF	15	15	8
PP11 Centire	20	20	18
TOTAL	693	708	259





MONITORING DATA SOCIAL IMPACT VOUCHERS

Employers

Number of employers receiving vouchers

own indicator

PP	Target (cumulated)	Achieved targets so far
PP1 NAS		
PP9 DW		31
PP2 ZEF		
PP3 Sklad		0
PP4 IFKA	1	2
PP5 Caritas	0	0
PP10 WU		
PP6 CpKP		47
PP7 RARR	0	0
PP8 CFF	0	0
PP11 Centire	15	21
TOTAL	16	101

■ Target acc. Application
■ Target internal minimum
■ Target internal maximum
■ Targets achieved by December 2021
■ Targets achieved so far (May 2022)



Number of employers successfully completing the voucher program within SIV framework

own indicator

PP	Achieved targets so far	Criteria for successful completion
PP1 NAS	58	
PP9 DW	31	
PP2 ZEF	0	
PP3 Sklad	0	Employers should organise the introduction programme for new employees and offer them at least 3 months employment contract.
PP4 IFKA	2	Employment job seekers (matching between employers and job seekers)
PP5 Caritas	8	successful employment of training program graduates
PP10 WU		Number of created jobs, number of tested businesses, newly established business trades, number involved employers.
PP6 CpKP	47	
PP7 RARR	0	Signing of job contract with job seekers
PP8 CFF	0	
PP11 Centire	1	Signing of job contract with job seekers
TOTAL	147	

MONITORING DATA SOCIAL IMPACT VOUCHERS

Employers

Number of mailings and information events for new potential employers (D.T4.4.2)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS		1
PP9 DW	1	1
PP2 ZEF	1	1
PP3 Sklad	1	1
PP4 IFKA	1	0
PP5 Caritas	1	2
PP10 WU		
PP6 CpKP	1	3
PP7 RARR	1	0
PP8 CFF	1	0
PP11 Centire	1	16
TOTAL	8	25





MONITORING DATA SOCIAL IMPACT VOUCHERS

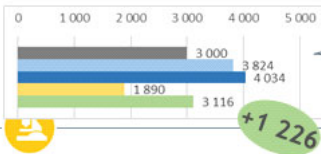
Total number of distributed vouchers to all types of beneficiaries (D.T3.3.5)

main target

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	1000	1000	1050
PP9 DW	1300	1300	478
PP2 ZEF	500	500	2
PP3 Sklad	40	40	10
PP4 IFKA	200	300	4
PP5 Caritas	450	450	43
PP10 WU			
PP6 CpKP	200	300	1009
PP7 RARR	14	24	0
PP8 CFF			0
PP11 Centire	120	120	520
TOTAL	3824	4034	3116

Do we have a common understanding of this indicator? Please see the handout provided by NAS

How can we report this indicator?



Total number of voucher beneficiaries that were matched online (D.T3.3.6)

main target

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	500	0
PP9 DW		0
PP2 ZEF		18
PP3 Sklad		4
PP4 IFKA		0
PP5 Caritas		0
PP10 WU		
PP6 CpKP		
PP7 RARR		
PP8 CFF		
PP11 Centire		21
TOTAL	500	43



MONITORING DATA SOCIAL IMPACT VOUCHERS

Questions?





MONITORING DATA: REACHED STAKEHOLDERS

Public Authorities

Number of **local** public authorities reached (e.g. job/labour market institutions)

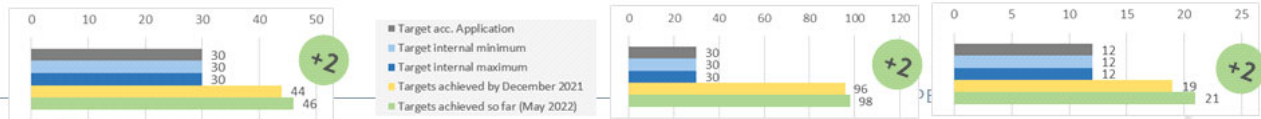
PP	Target (cumulated)	Achieved targets so far
PP1 NAS	30	2
PP9 DW		0
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA		0
PP5 Caritas		7
PP10 WU		0
PP6 CpKP		32
PP7 RARR		1
PP8 CFF		0
PP11 Centire		3
TOTAL	30	46

Number of **regional** public authorities reached (e.g. job/labour market institutions)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	30	2
PP9 DW		0
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA		0
PP5 Caritas		5
PP10 WU		0
PP6 CpKP		89
PP7 RARR		0
PP8 CFF		0
PP11 Centire		1
TOTAL	30	98

Number of **national** public authorities reached (e.g. labour market strategy)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	12	0
PP9 DW		0
PP2 ZEF		1
PP3 Sklad		1
PP4 IFKA		3
PP5 Caritas		5
PP10 WU		1
PP6 CpKP		9
PP7 RARR		0
PP8 CFF		0
PP11 Centire		1
TOTAL	12	21



MONITORING DATA: REACHED STAKEHOLDERS

Number of **sectoral agencies** reached (e.g. philanthropic organizations)

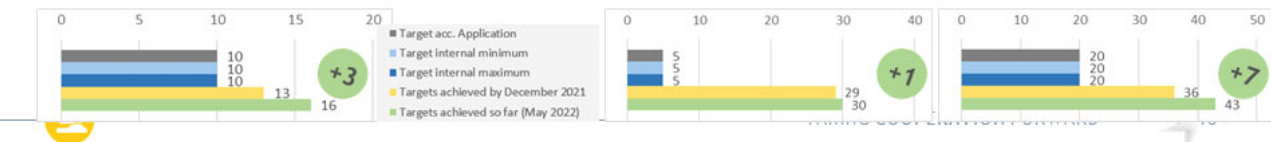
PP	Target (cumulated)	Achieved targets so far
PP1 NAS	10	3
PP9 DW		0
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA		5
PP5 Caritas		2
PP10 WU		0
PP6 CpKP		0
PP7 RARR		3
PP8 CFF		0
PP11 Centire		2
TOTAL	10	16

Number of **infrastructure and (public) service providers** reached (e.g. public housing companies)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	5	2
PP9 DW		0
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA		0
PP5 Caritas		0
PP10 WU		0
PP6 CpKP		27
PP7 RARR		0
PP8 CFF		0
PP11 Centire		0
TOTAL	5	30

Number of **interest groups** (including NGOs) reached (e.g. philanthropic organisations, donors, unions)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	20	7
PP9 DW		0
PP2 ZEF		2
PP3 Sklad		2
PP4 IFKA		8
PP5 Caritas		0
PP10 WU		3
PP6 CpKP		14
PP7 RARR		4
PP8 CFF		1
PP11 Centire		2
TOTAL	20	43





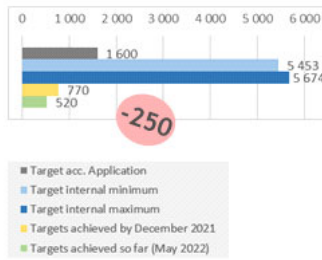
MONITORING DATA: REACHED STAKEHOLDERS

Number of **prospective employers (SMEs)** reached (e.g. recipients of vouchers)

main target

Lower achieved target due to a different interpretation of this indicator?

PP	Target min. (cumulated)	Target max. (cumulated)	Achieved targets so far
PP1 NAS	3000	3000	137
PP9 DW	1300	1300	120
PP2 ZEF	500	500	9
PP3 Sklad	10	20	1
PP4 IFKA	200	300	19
PP5 Caritas	200	200	55
PP10 WU			
PP6 CpKP	200	300	47
PP7 RARR	3	4	31
PP8 CFF	10	20	75
PP11 Centire	30	30	26
TOTAL	5453	5674	520



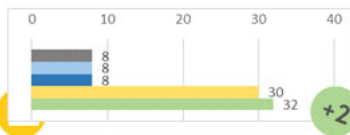
TAKING COOPERATION FORWARD



MONITORING DATA: REACHED STAKEHOLDERS

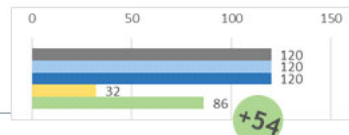
Number of **business support organisations** reached (e.g. multipliers for vouchers)

PP	Target (cumulated)	Achieved targets so far	
PP1 NAS	8	1	
PP9 DW		0	
PP2 ZEF		0	
PP3 Sklad		1	
PP4 IFKA		6	
PP5 Caritas		3	
PP10 WU			
PP6 CpKP		19	
PP7 RARR		0	
PP8 CFF		0	
PP11 Centire		2	
TOTAL	8	32	



Number of **other reached stakeholders** (e.g. philanthropic organisations, social impact investors)

PP	Target (cumulated)	Achieved targets so far	
PP1 NAS	120	59	
PP9 DW			
PP2 ZEF		1	
PP3 Sklad		1	
PP4 IFKA		2	
PP5 Caritas		8	
PP10 WU		4	
PP6 CpKP		8	
PP7 RARR		1	
PP8 CFF		2	
PP11 Centire		0	
TOTAL	120	86	



TAKING COOPERATION FORWARD





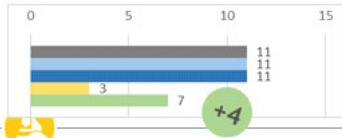
MONITORING DATA: REACHED STAKEHOLDERS

Number of institutions adopting new and/or improved strategies and action plans (e.g. social service providers, financial intermediaries using the "starter kit" and webinars on building a social impact fund)

main target

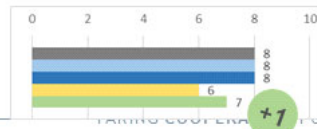
PP	Target (cumulated)	Achieved targets so far
PP1 NAS	11	1
PP9 DW		2
PP2 ZEF		0
PP3 Sklad		1
PP4 IFKA		0
PP5 Caritas		2
PP10 WU		0
PP6 CpKP		1
PP7 RARR		0
PP8 CFF		0
PP11 Centire		0
TOTAL	11	7

According to the JS, the SIV partners also count for fulfilling these two targets → please also include yourselves in the final report



Number of institutions applying new and/or improved tools and services (e.g. partners)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	8	0
PP9 DW		1
PP2 ZEF		0
PP3 Sklad		0
PP4 IFKA		4
PP5 Caritas		1
PP10 WU		1
PP6 CpKP		1
PP7 RARR		0
PP8 CFF		0
PP11 Centire		0
TOTAL	8	7

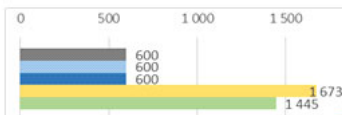


MONITORING DATA: COMMUNICATION & EVENTS

Number of participants at project events in WP C (physical reach; stakeholders reached) (e.g. road show, voucher events)

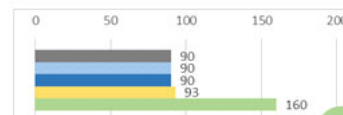
PP	Target (cumulated)	Achieved targets so far
PP1 NAS	600	102
PP9 DW		17
PP2 ZEF		45
PP3 Sklad		0
PP4 IFKA		93
PP5 Caritas		350
PP10 WU		0
PP6 CpKP		116
PP7 RARR		0
PP8 CFF		0
PP11 Centire		722
TOTAL	600	1445

Lower achieved target due to a different interpretation of this indicator?



Number of WP C events participants satisfied with information provided (% of stakeholders satisfied)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	90	0
PP9 DW		0
PP2 ZEF		33
PP3 Sklad		0
PP4 IFKA		0
PP5 Caritas		35
PP10 WU		0
PP6 CpKP		0
PP7 RARR		0
PP8 CFF		0
PP11 Centire		92
TOTAL	90	160





MONITORING DATA: COMMUNICATION & EVENTS

Number of joint communication activities implemented with external stakeholders (external cooperation)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	1	1
PP9 DW		
PP2 ZEF	1	0
PP3 Sklad	1	0
PP4 IFKA	1	3
PP5 Caritas	1	1
PP10 WU		2
PP6 CpKP	1	0
PP7 RARR		0
PP8 CFF	1	0
PP11 Centire	1	3
TOTAL	8	10

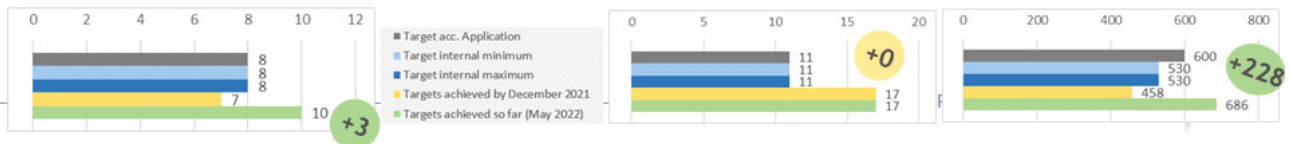
Number of posts with basic project information on partner webpages (incl. Social Media)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	1	1
PP9 DW	1	1
PP2 ZEF	1	0
PP3 Sklad	1	4
PP4 IFKA	1	1
PP5 Caritas	1	1
PP10 WU	1	1
PP6 CpKP	1	3
PP7 RARR	1	1
PP8 CFF	1	1
PP11 Centire	1	3
TOTAL	11	17

Number of social media posts/newsletter posts/blog reports etc.

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	55	10
PP9 DW	55	169
PP2 ZEF	55	0
PP3 Sklad	55	51
PP4 IFKA	25	16
PP5 Caritas	10	8
PP10 WU	55	57
PP6 CpKP	55	108
PP7 RARR	55	7
PP8 CFF	55	73
PP11 Centire	55	84
SIV FB/website		103
TOTAL	530	686

main target



MONITORING DATA: COMMUNICATION & EVENTS

Number of press releases (D.C.6.1)

main target

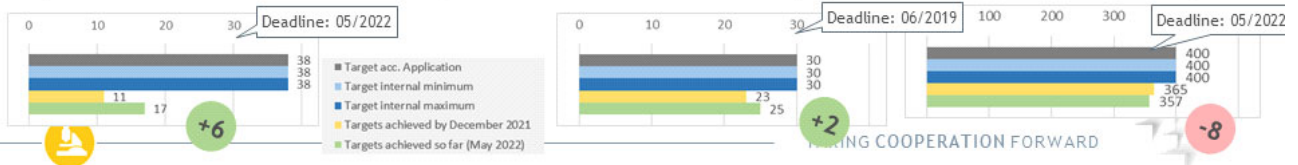
PP	Target (cumulated)	Achieved targets so far
PP1 NAS	38	10
PP9 DW		1
PP2 ZEF		1
PP3 Sklad		3
PP4 IFKA		0
PP5 Caritas		0
PP10 WU		0
PP6 CpKP		0
PP7 RARR		0
PP8 CFF		1
PP11 Centire		1
TOTAL	38	17

Number of posters (D.C.1.4)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	30	2
PP9 DW		1
PP2 ZEF		2
PP3 Sklad		2
PP4 IFKA		1
PP5 Caritas		2
PP10 WU		10
PP6 CpKP		2
PP7 RARR		1
PP8 CFF		1
PP11 Centire		1
TOTAL	30	25

Number of distributed mini vouchers (D.C.4.1)

PP	Target (cumulated)	Achieved targets so far
PP1 NAS	400	0
PP9 DW		
PP2 ZEF		0
PP3 Sklad		0
PP4 IFKA		4
PP5 Caritas		43
PP10 WU		0
PP6 CpKP		47
PP7 RARR		0
PP8 CFF		0
PP11 Centire		263
TOTAL	400	357



KEEPING COOPERATION FORWARD



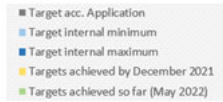
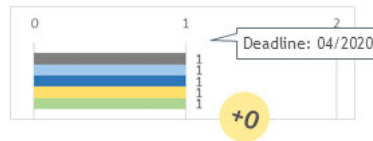
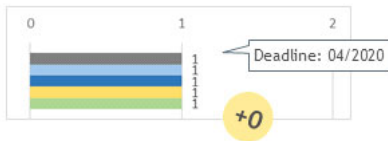
MONITORING DATA: COMMUNICATION & EVENTS

General targets

Transfer Workshop & Report (D.T2.1.1)

Staff secondment training (D.T2.1.6)

Evaluation Data Labs (D.T4.1.2 & D.T4.1.3)



TAKING COOPERATION FORWARD



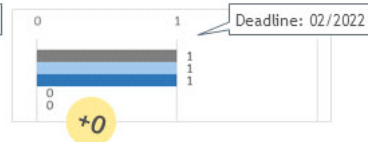
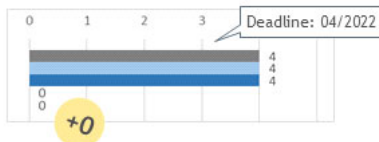
MONITORING DATA: COMMUNICATION & EVENTS

General targets

Webinar series for sharing the SIV implementation experience (D.T4.6.2)

Workshop series for potential investors (D.T4.3.3)

Workshop with EIB representatives on the potential of using the EIB equity for SIV purposes (D.T4.3.5)



TAKING COOPERATION FORWARD



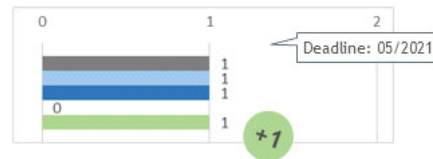
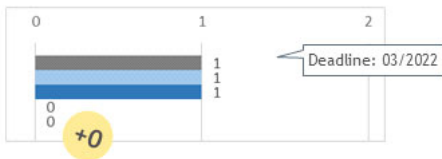


MONITORING DATA: COMMUNICATION & EVENTS

General targets

Mainstreaming roadmap on opportunities for cooperation with other public funds (e.g. ERDF, ESF, EIB) (D.T4.3.6)

Policy and practice conference (D.T4.5.3)



- Target acc. Application
- Target internal minimum
- Target internal maximum
- Targets achieved by December 2021
- Targets achieved so far (May 2022)



TAKING COOPERATION FORWARD



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MONITORING DATA: REACHED STAKEHOLDERS, COMMUNICATION & EVENTS

Questions?



TAKING COOPERATION FORWARD



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3.2. Screenshots slideshow presentation Evaluation Data Lab, Day 2:



Interreg 
CENTRAL EUROPE European Union
European Regional
Development Fund

SIV

TAKING COOPERATION FORWARD

📍 18th May 2022 | online


🗨️ **SIV 2nd Evaluation Data Lab 2 - Day 2**

👤 WU (PP 10) | Flavia-Elvira Bogorin, Eva More-Hollerweger, Stefan Schöggl

AGENDA OVERVIEW




1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD 

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11. Final discussion round				

TAKING COOPERATION FORWARD 



GERMANY (NAS) Impact Job Seekers



TAKING COOPERATION FORWARD



MATERIAL & METHOD

Survey used: NAS Offboarding Survey

Survey participants: 25

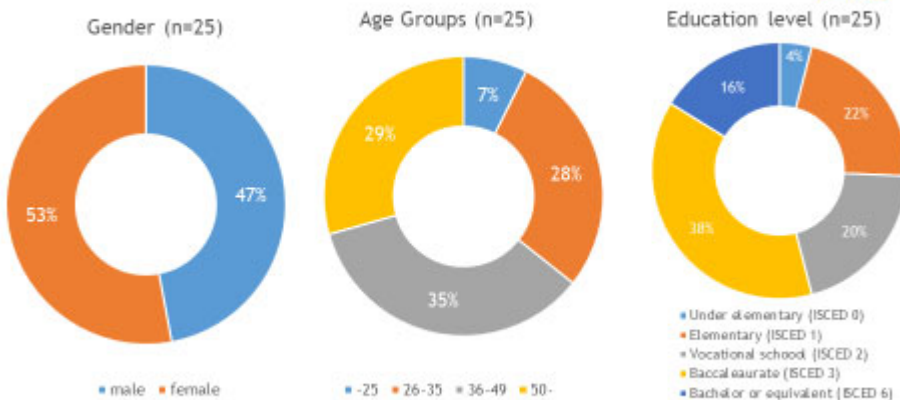
Survey period: February 2022



TAKING COOPERATION FORWARD



BASIC INFORMATION



Source: Survey Offboarding Job Seekers Germany, 2022

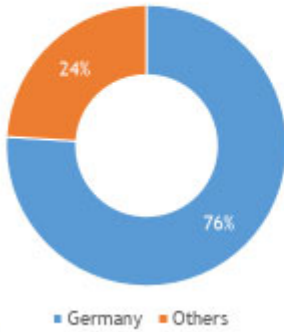
TAKING COOPERATION FORWARD



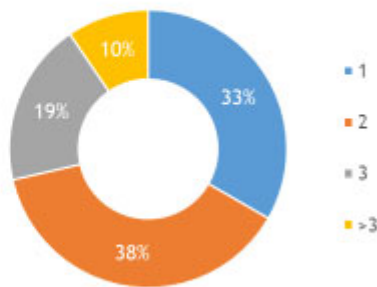


BASIC INFORMATION

Country of Birth (n=25)



Household size (n=21)



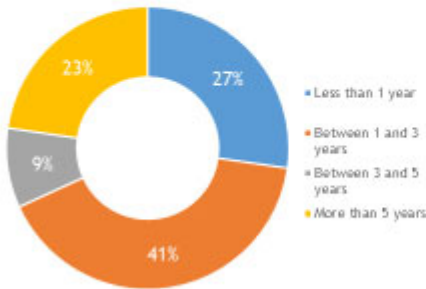
Source: Survey Offboarding Job Seekers Germany, 2022

TAKING COOPERATION FORWARD

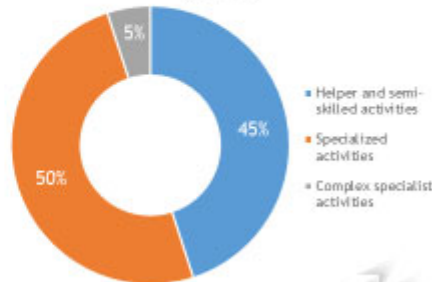


WORK EXPERIENCE

Longest period of employment at one employer (n=22)



Types of activities as part of most relevant work experience (n=20)



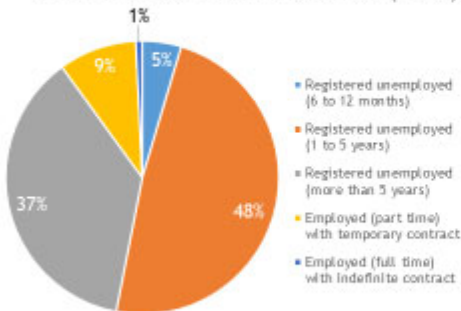
Source: Survey Offboarding Job Seekers Germany, 2022

TAKING COOPERATION FORWARD

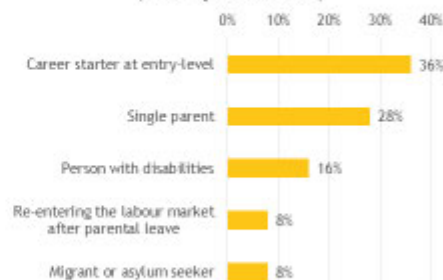


CURRENT LABOUR MARKET SITUATION

Current labour market situation (n=20)



Disadvantaged Groups (multiple choice)



Source: Survey Offboarding Job Seekers Germany, 2022

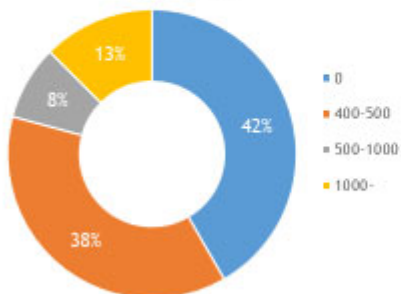
TAKING COOPERATION FORWARD



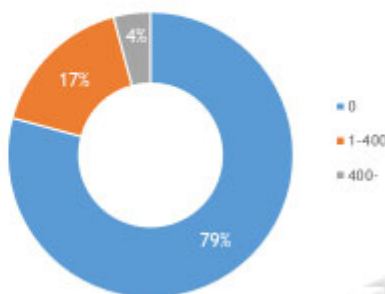


ACTUAL NET INCOME

Income in € (from employment, unemployment benefits, other benefits etc.) (n=24)



...of which is income (in €) from the employment program (n=24)



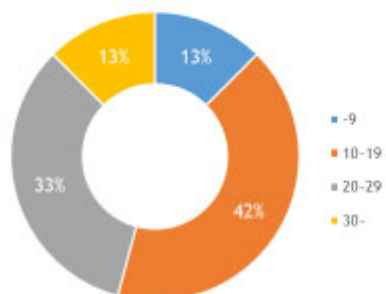
Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD

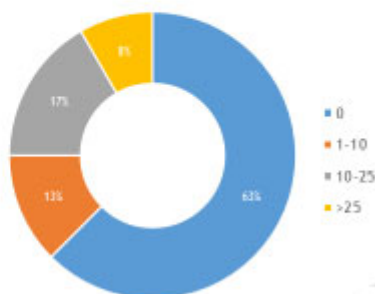


WORK HOURS & FREE TIME

Work hours in the employment program (n=24)



Free time per week (n=24)

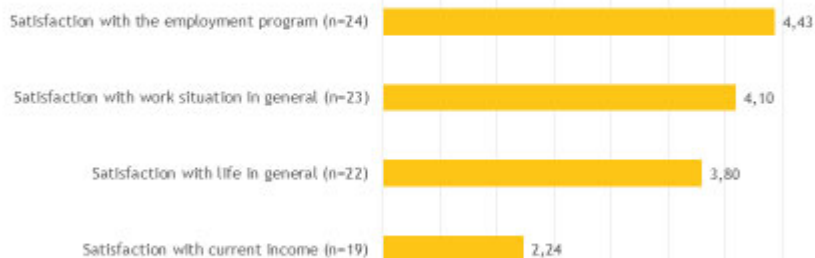


TAKING COOPERATION FORWARD



SATISFACTION LEVELS

1: Not at all satisfied / 5: Very much satisfied
1,00 1,50 2,00 2,50 3,00 3,50 4,00 4,50 5,00



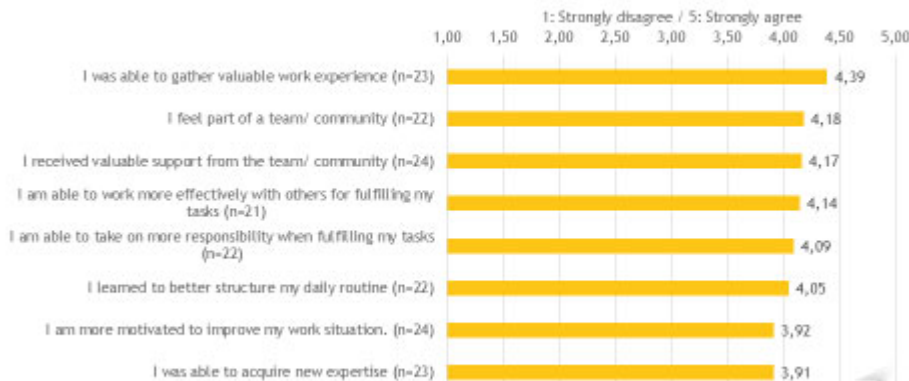
Source: Survey Offboarding Job Seekers Germany, 2022

TAKING COOPERATION FORWARD





IMPACTS AS A RESULT OF THE PROGRAM

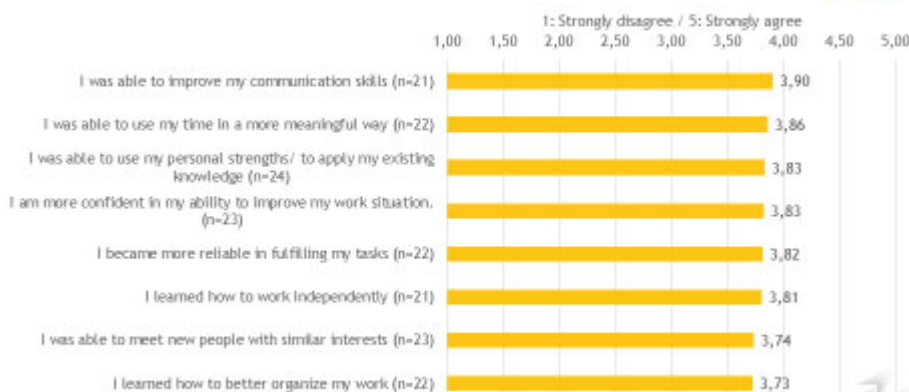


Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD



IMPACTS AS A RESULT OF THE PROGRAM



Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD



IMPACTS AS A RESULT OF THE PROGRAM



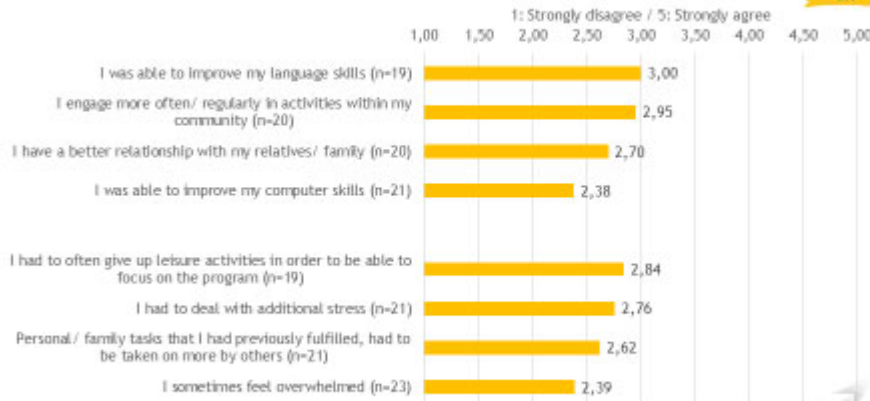
Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD





IMPACTS AS A RESULT OF THE PROGRAM

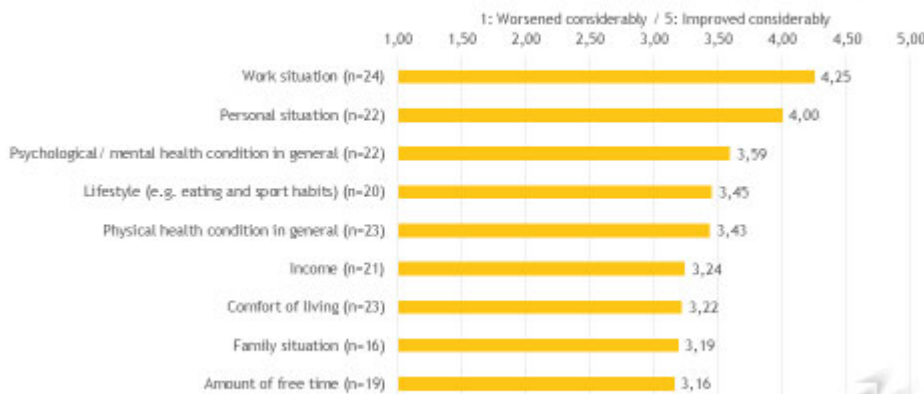


Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD



IMPROVEMENT OF LIFE QUALITY

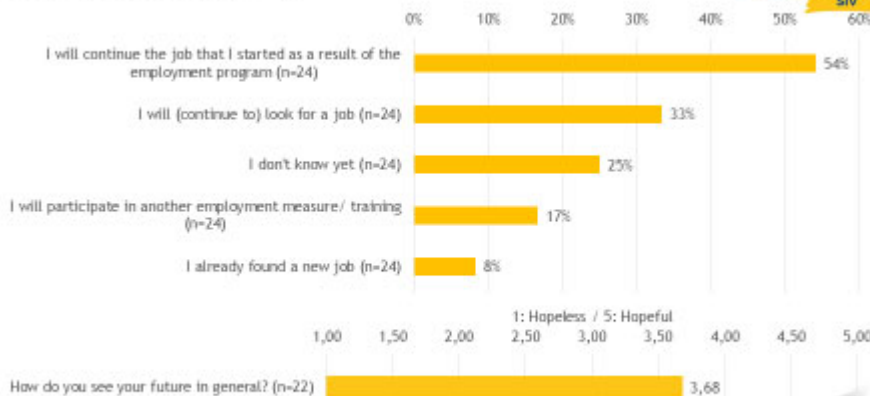


Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD



FUTURE OUTLOOK



Source: Survey Offboarding Job Seekers Germany, 2021

TAKING COOPERATION FORWARD





GERMANY (NAS): IMPACT JOB SEEKERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

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11. Final discussion round				

TAKING COOPERATION FORWARD



AUSTRIA Impact Job Seekers



TAKING COOPERATION FORWARD





DATA SOURCES



- Survey Registration Job Seekers Austria, October 2020
- Survey Onboarding Job Seekers Austria, October 2020
- Survey Offboarding 1st phase Job Seekers Austria, March 2021
- Survey Offboarding 2nd phase Job Seekers Austria, September 2021
- Survey Follow-up Job Seekers Austria, April 2022



TAKING COOPERATION FORWARD



Description of the target group: Socio-demographics



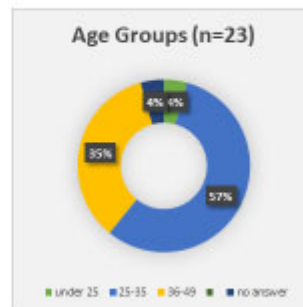
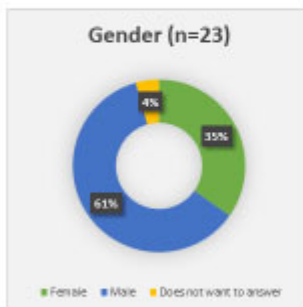
TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 1/3



23 survey participants



Source: Survey Registration Job Seekers Austria, 2020

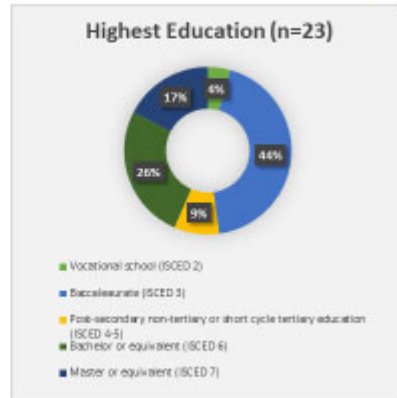
TAKING COOPERATION FORWARD





DESCRIPTION OF TARGET GROUP 2/3

23 survey participants



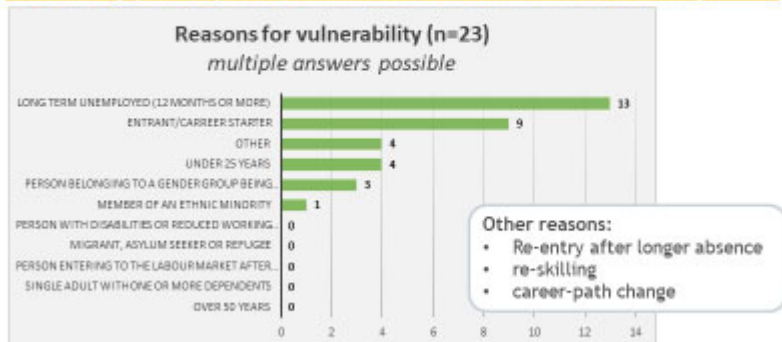
Source: Survey Registration Job Seekers Austria, 2020

TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 3/3

23 survey participants, 2 with no reasons for vulnerability



Other reasons:
 • Re-entry after longer absence
 • re-skilling
 • career-path change



Source: Survey Registration Job Seekers Austria, 2020

TAKING COOPERATION FORWARD



Current life & work situation



TAKING COOPERATION FORWARD





GENERAL SATISFACTION

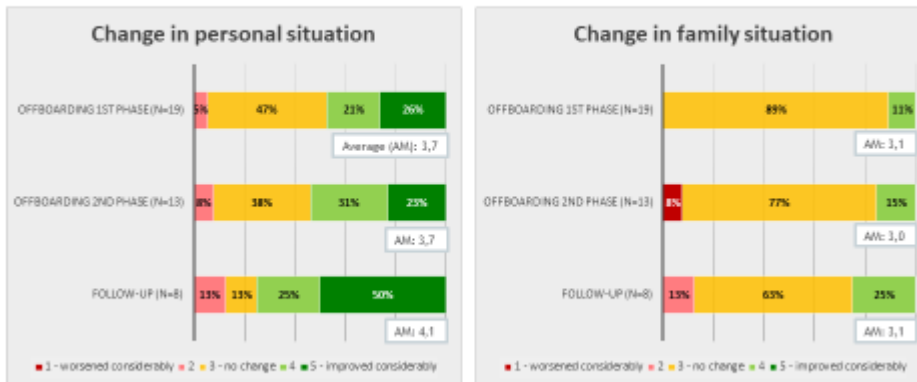


Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN PERSONAL & FAMILY SITUATION DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



GENERAL SATISFACTION



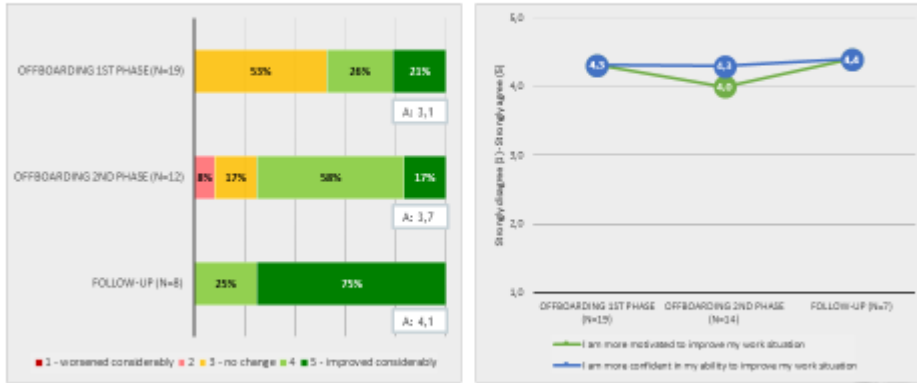
Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD





PERCEIVED CHANGE IN WORK SITUATION DUE TO THE TRAINING PROGRAM

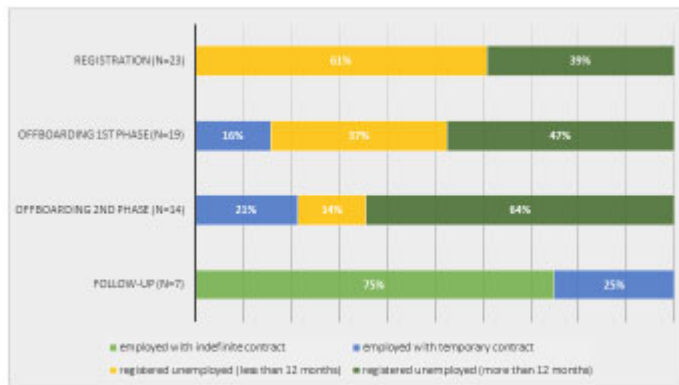


Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



ACTUAL CHANGE IN WORK SITUATION



Sources: Survey Registration Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



GENERAL SATISFACTION



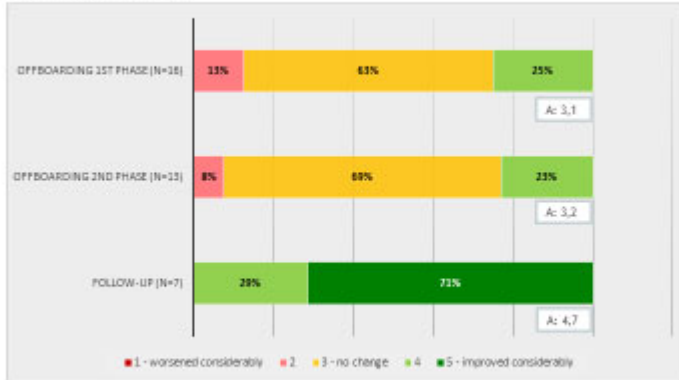
Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD





PERCEIVED CHANGE IN INCOME DUE TO THE TRAINING PROGRAM

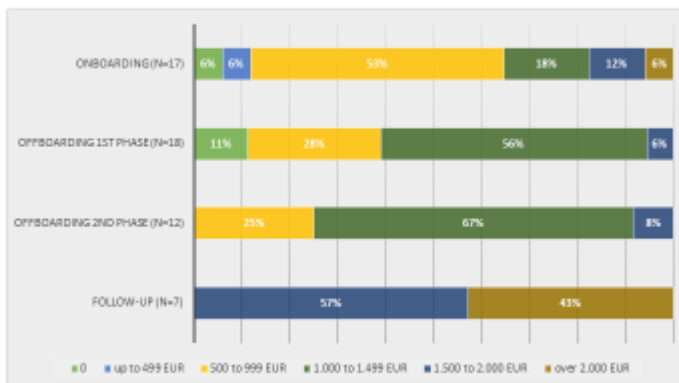


Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



ACTUAL CHANGE IN INCOME: INCOME DISTRIBUTION: OWN INCOME (FROM EMPLOYMENT, UNEMPLOYMENT & OTHER BENEFITS)



Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



Employability & acquired skills

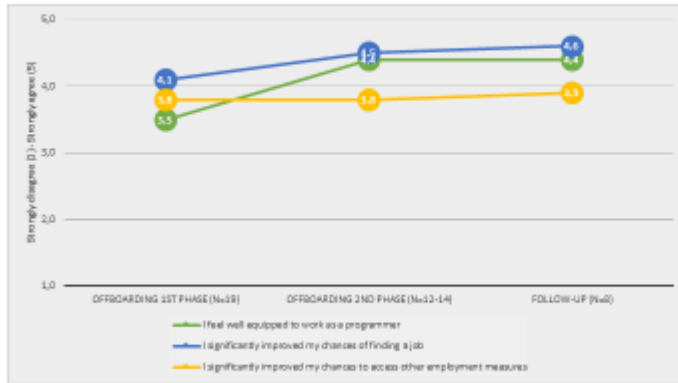


TAKING COOPERATION FORWARD





CHANGES IN EMPLOYABILITY DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



ACQUIRED SKILLS & KNOWLEDGE DUE TO THE TRAINING PROGRAM 1/2



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



ACQUIRED SKILLS & KNOWLEDGE DUE TO THE TRAINING PROGRAM 2/2



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD





Housing & free time



TAKING COOPERATION FORWARD  40

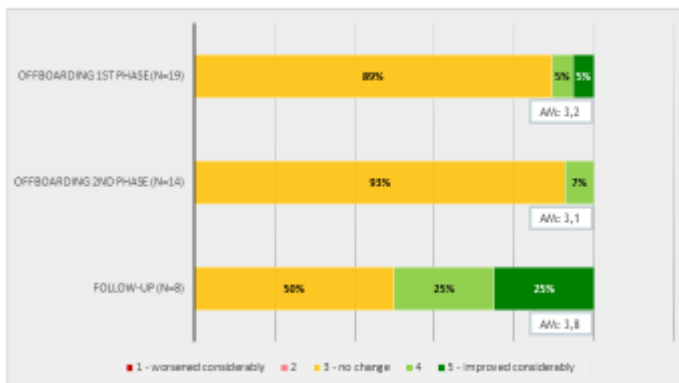
GENERAL SATISFACTION WITH COMFORT OF LIVING & AVAILABLE FREE TIME



Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD  41

PERCEIVED CHANGE IN COMFORT OF LIVING DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD  42



GENERAL SATISFACTION WITH COMFORT OF LIVING & AVAILABLE FREE TIME

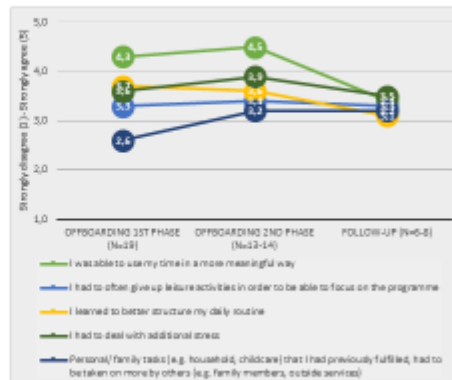
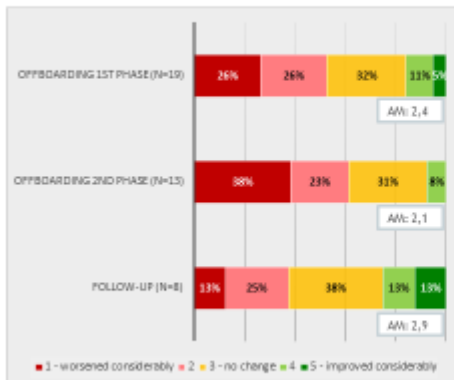


Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN AMOUNT OF FREE TIME AVAILABLE DURING THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



Social interactions

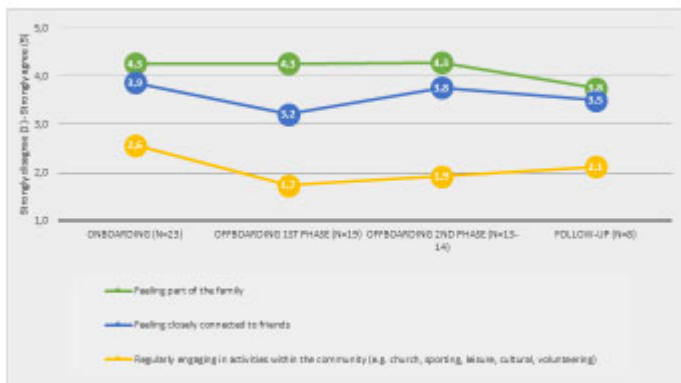


TAKING COOPERATION FORWARD





GENERAL ASSESSMENT OF SOCIAL INTERACTIONS

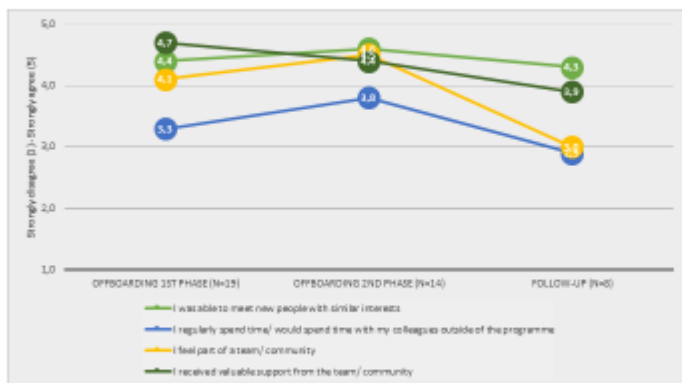


Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN SOCIAL INTERACTIONS DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



Health situation



TAKING COOPERATION FORWARD





GENERAL ASSESSMENT OF HEALTH SITUATION



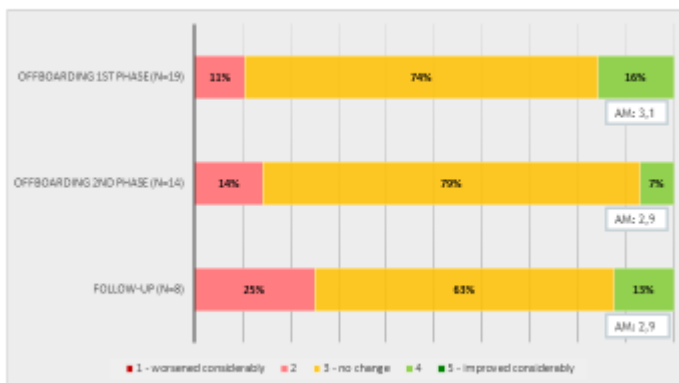
Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



49

PERCEIVED CHANGE IN GENERAL PHYSICAL HEALTH CONDITION DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

TAKING COOPERATION FORWARD



50

GENERAL ASSESSMENT OF HEALTH SITUATION



Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022.

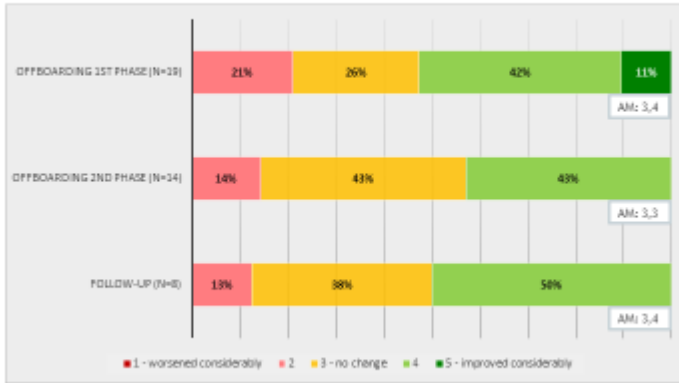
TAKING COOPERATION FORWARD



51

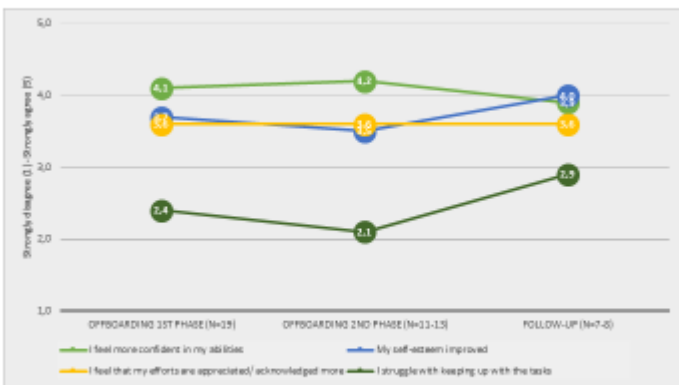


PERCEIVED CHANGE IN GENERAL PSYCHOLOGICAL/MENTAL HEALTH CONDITION DUE TO THE TRAINING PROGRAM 



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022. **TAKING COOPERATION FORWARD** 52

PERCEIVED CHANGE IN PSYCHOLOGICAL WELL-BEING DUE TO THE TRAINING PROGRAM 



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022. **TAKING COOPERATION FORWARD** 53

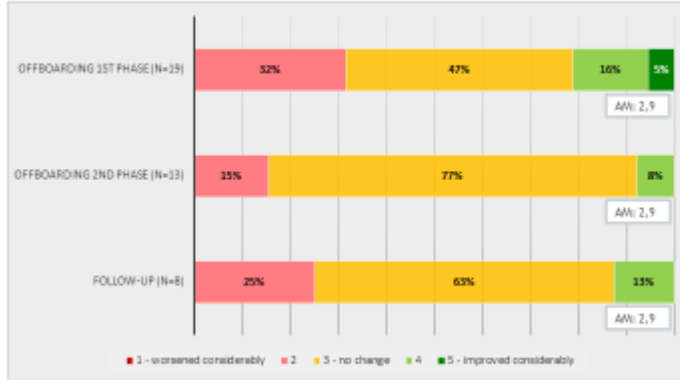
GENERAL ASSESSMENT OF HEALTH SITUATION 



Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022. **TAKING COOPERATION FORWARD** 54



PERCEIVED CHANGE IN LIFESTYLE (E.G. EATING AND SPORT HABITS) DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



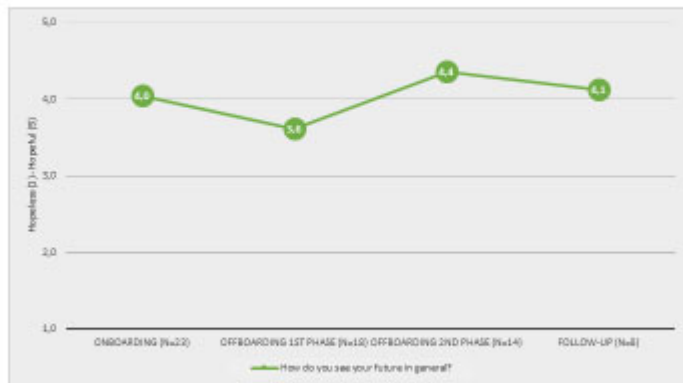
Future perspectives



TAKING COOPERATION FORWARD



GENERAL VIEW OF FUTURE



Sources: Survey Onboarding Job Seekers Austria, 2020; Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD





PERCEIVED CHANGE OF FUTURE PERSPECTIVES DUE TO THE TRAINING PROGRAM



Sources: Survey Offboarding 1st phase Job Seekers Austria, 2021; Survey Offboarding 2nd phase Job Seekers Austria, 2021; Survey Follow-up Job Seekers Austria, 2022

TAKING COOPERATION FORWARD



AUSTRIA: IMPACT JOB SEEKERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD





CZECH REPUBLIC

Impact Job Seekers



TAKING COOPERATION FORWARD



MATERIAL & METHOD

Survey used:

- CpKP Job seekers Registration
- CpKP Job seekers Onboarding Survey Survey
- CpKP Job seekers Offboarding Survey

Survey participants:

- Registration & Onboarding: 54
- Offboarding: 58

Survey period: Offboarding: March 2022

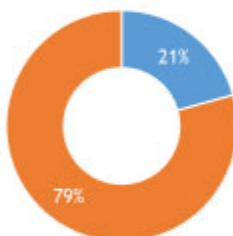


TAKING COOPERATION FORWARD



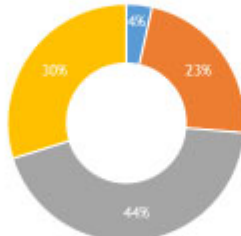
SOCIO-DEMOGRAPHICS (OFFBOARDING)

Gender (n=58)



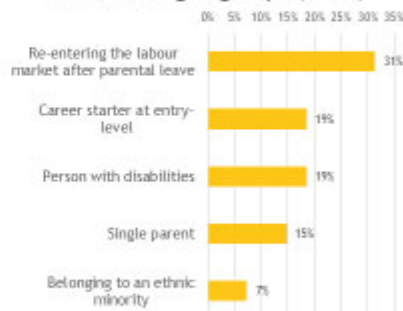
■ male ■ female

Age Groups (n=57)



■ 25- ■ 26-35 ■ 36-49 ■ 50+

Disadvantaged groups (n=58)

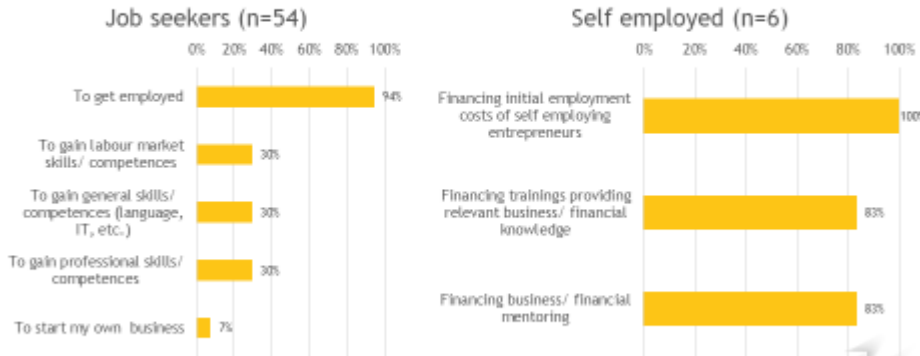


TAKING COOPERATION FORWARD





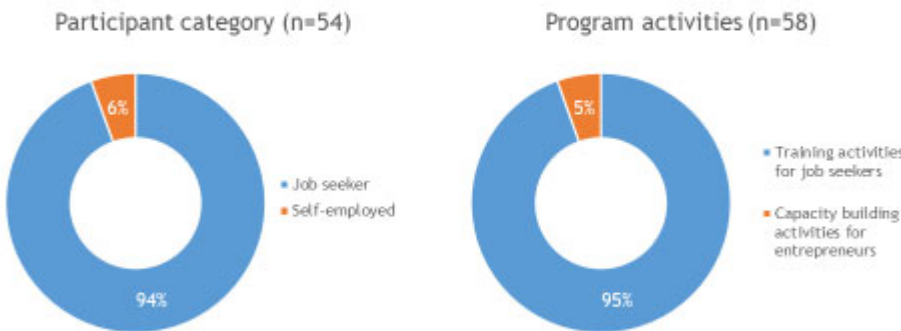
REASONS/MOTIVATION FOR JOINING THE PROGRAM (ONBOARDING)



TAKING COOPERATION FORWARD



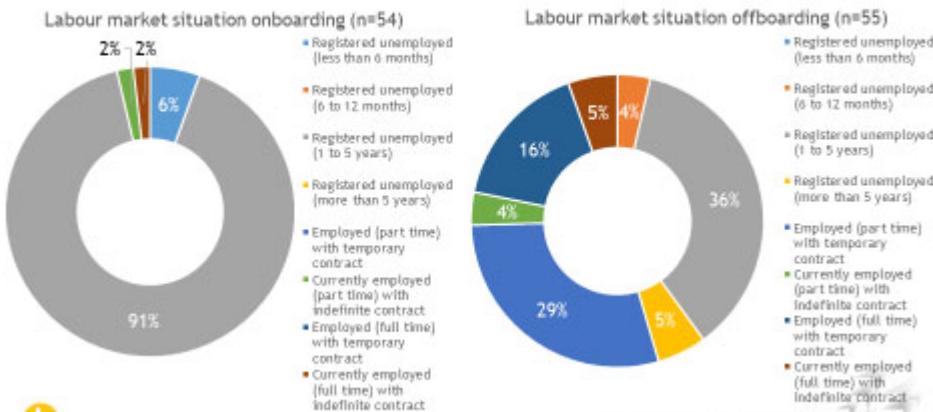
PARTICIPANT CATEGORY (ONBOARDING)



TAKING COOPERATION FORWARD



LABOUR MARKET DATA



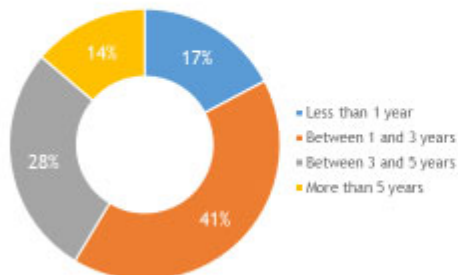
TAKING COOPERATION FORWARD



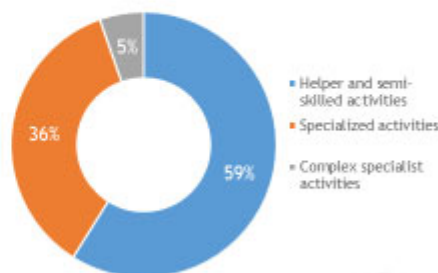


LABOUR MARKET DATA (OFFBOARDING)

Longest period of employment at one employer (n=58)



Past work experience (n=58)

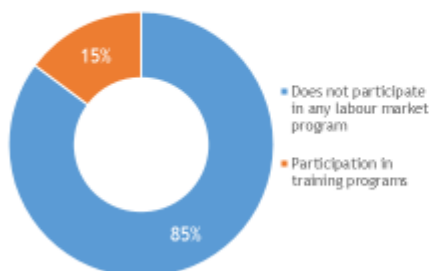


TAKING COOPERATION FORWARD

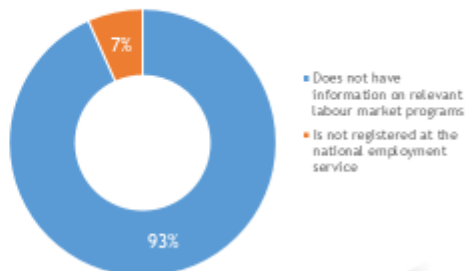


PARTICIPATION IN LABOUR MARKET PROGRAMS AT TIME OF ONBOARDING

Participation in labour market programs (n=54)



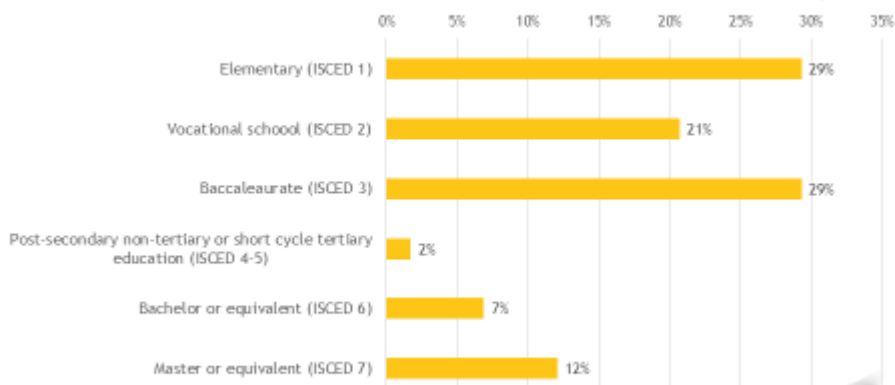
Reasons for not participating in any labour market program (n=45)



TAKING COOPERATION FORWARD



EDUCATION LEVEL, OFFBOARDING (N=58)

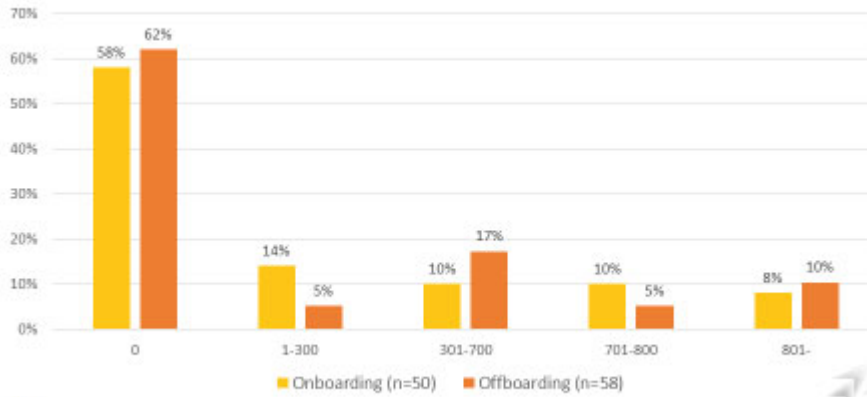


TAKING COOPERATION FORWARD





ACTUAL MONTHLY NET INCOME



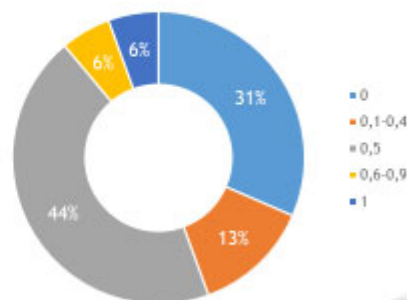
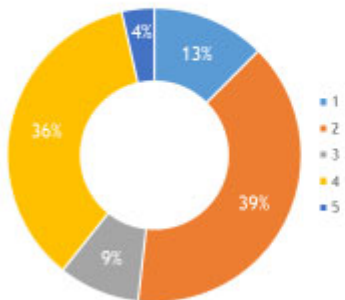
TAKING COOPERATION FORWARD



HOUSEHOLD SIZE

Household size, offboarding (n=56)

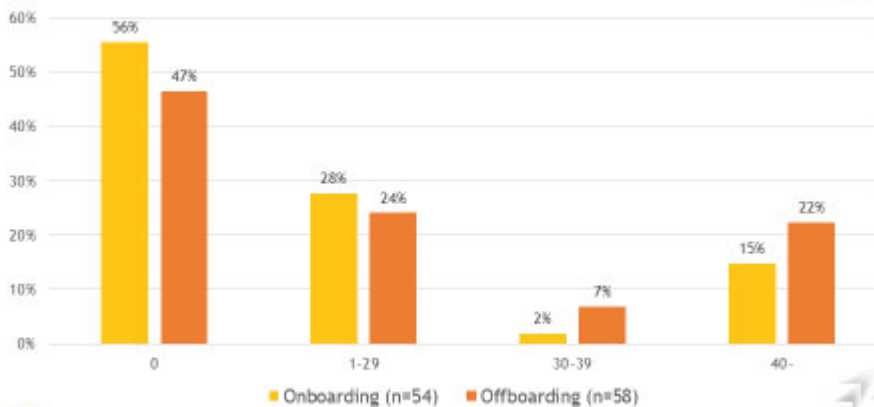
Financially dependents per non-dependent person, offboarding (n=53)



TAKING COOPERATION FORWARD



WORK HOURS

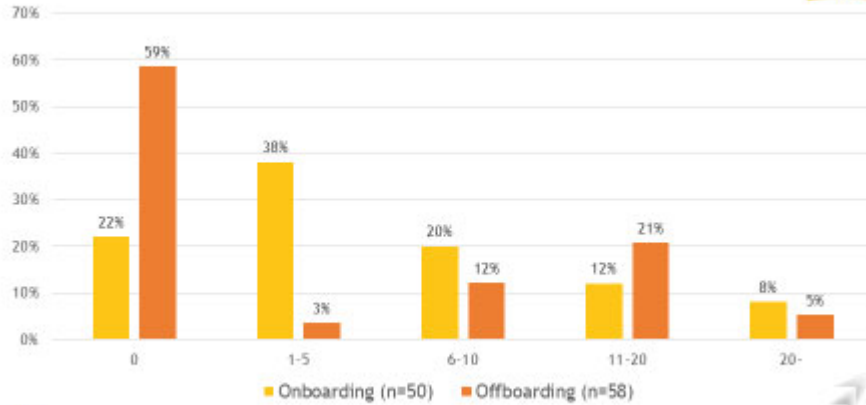


TAKING COOPERATION FORWARD





FREE TIME PER WEEK, IN HOURS



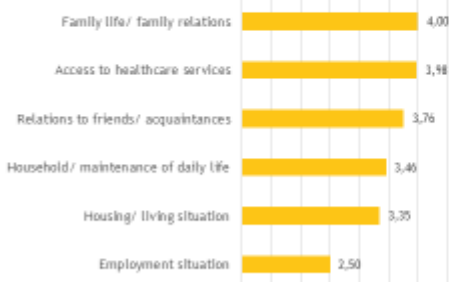
TAKING COOPERATION FORWARD



SENSE OF STABILITY AND SECURITY & WELLBEING (ONBOARDING)

How stable/ secure would you assess the following aspects of your life? (n=54)

1: Totally unstable / 5: Totally stable
1,00 1,50 2,00 2,50 3,00 3,50 4,00 4,50 5,00



Rate of well-being (n=54)

1: Very bad / 5: Very good
1,00 1,50 2,00 2,50 3,00 3,50 4,00 4,50 5,00

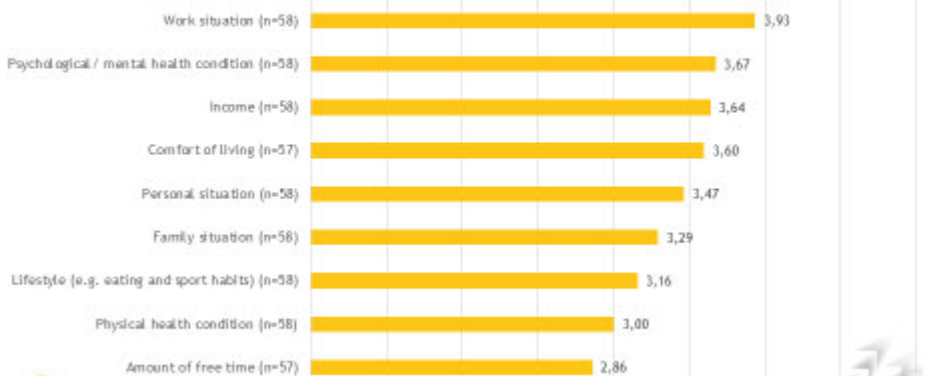


TAKING COOPERATION FORWARD



IMPROVEMENTS IN LIFE QUALITY (OFFBOARDING)

1: Worsened considerably / 5: Improved considerably
1,00 1,50 2,00 2,50 3,00 3,50 4,00 4,50 5,00

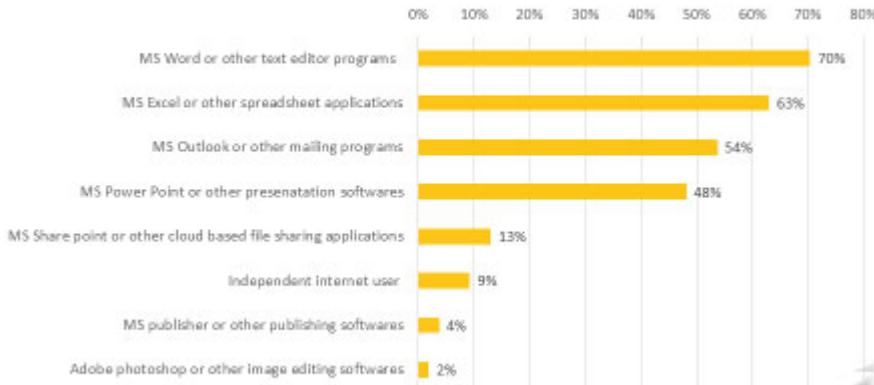


TAKING COOPERATION FORWARD





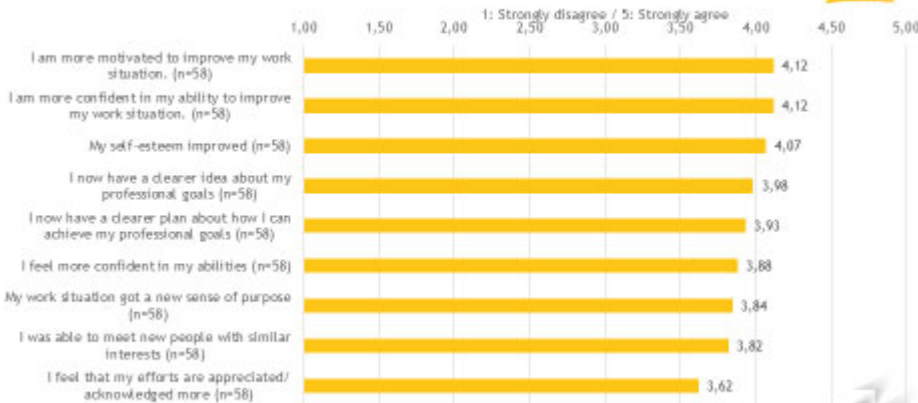
IT SKILLS & STRENGTHS AT ONBOARDING (N=54)



TAKING COOPERATION FORWARD



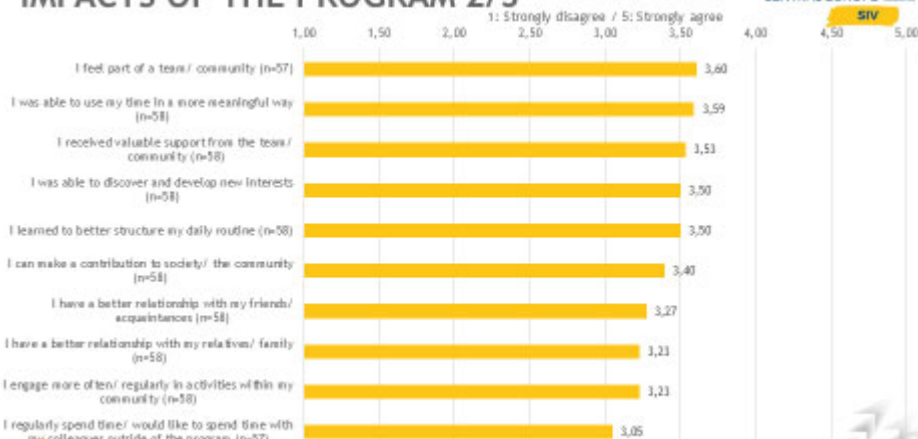
IMPACTS OF THE PROGRAM 1/3



TAKING COOPERATION FORWARD



IMPACTS OF THE PROGRAM 2/3

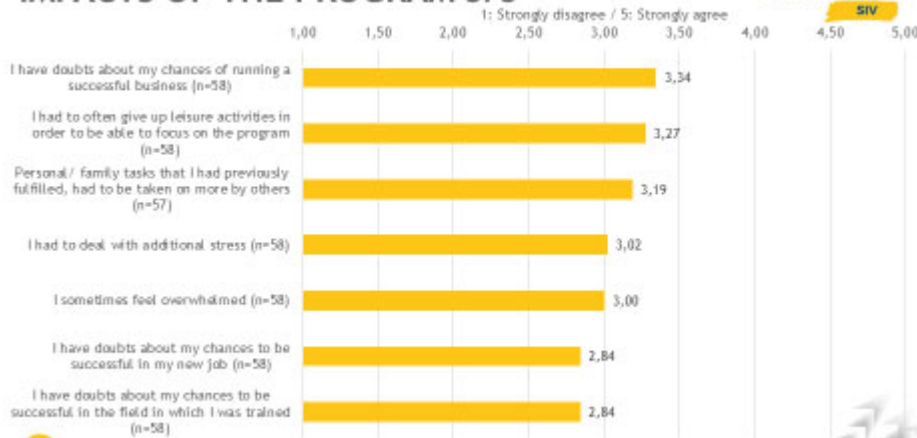


TAKING COOPERATION FORWARD





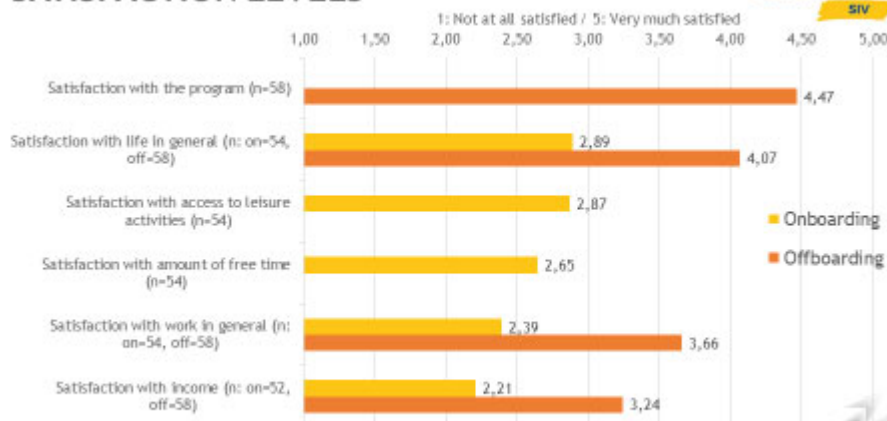
IMPACTS OF THE PROGRAM 3/3



TAKING COOPERATION FORWARD



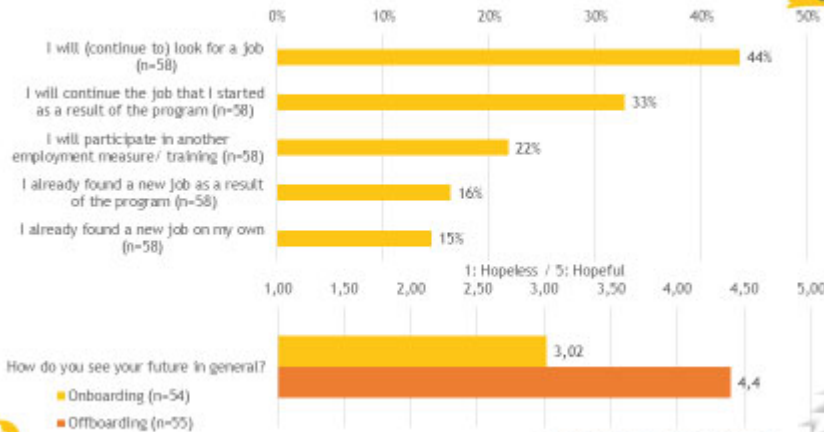
SATISFACTION LEVELS



TAKING COOPERATION FORWARD



FUTURE OUTLOOK



TAKING COOPERATION FORWARD





CHZECH REPUBLIC: IMPACT JOB SEEKERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD



CZECH REPUBLIC Impact Employers



TAKING COOPERATION FORWARD





DATA SOURCES

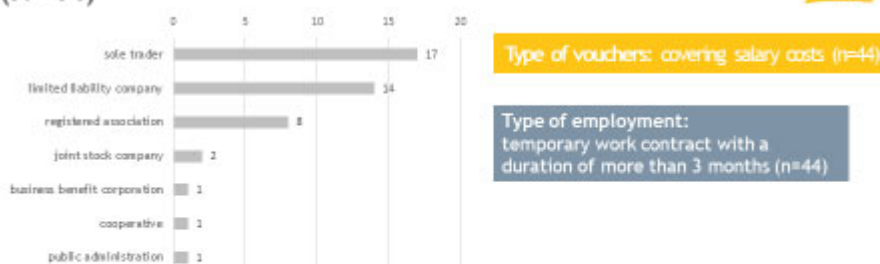
- Survey Offboarding Employers Czech Republic, April 2022



TAKING COOPERATION FORWARD



ABOUT THE ORGANIZATIONS AND VOUCHERS (N=44)



	Total value of the vouchers received	Number of FTE	Number of persons	Current refunding rate	Future refunding rate (willingness)
Average Mean	EUR 4 215	0,89	1,07	11%	10%
Minimum	EUR 1 620	0,50	1	0%	0%
Maximum	EUR 7 480	1,00	2	25%	21%



Source: Survey Offboarding Employers Czech Republic, 2022

TAKING COOPERATION FORWARD



JOBS FINANCED BY MEANS OF THE VOUCHERS

administrative worker (2)	graphic designer
assembly worker	horse nurse
auxiliary worker (2)	lecturer in leisure activities
call center operator	leisure assistant
cleaner	maintenance worker
distribution technician	nurse
driver	sales assistant
fundraiser	warehouseman



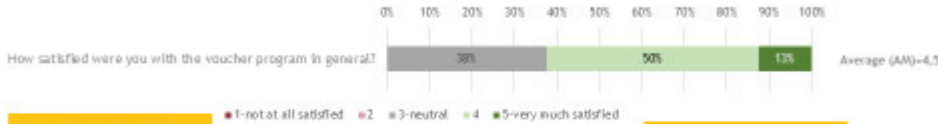
Source: Survey Offboarding Employers Czech Republic, 2022

TAKING COOPERATION FORWARD





SATISFACTION WITH VOUCHER PROGRAM



What went well

- expanding the work team (2)
- fast and easier cooperation than with the Labour Office
- great cooperation from the past
- great cooperation from the past, without the subsidy we could not afford the worker (2)
- help to expand the team of workers, without the subsidy we could not afford it (2)
- helpfulness and willingness of CpkP staff
- the opportunity to employ people who find it very difficult to find a job (5)
- verification of the employee during the period of granting (2)

To be improved

- complicated system of reimbursement through over-invoicing (4)
- higher amount of support
- long time for wage reimbursement - long repayment period (6)
- short subsidy period (4)



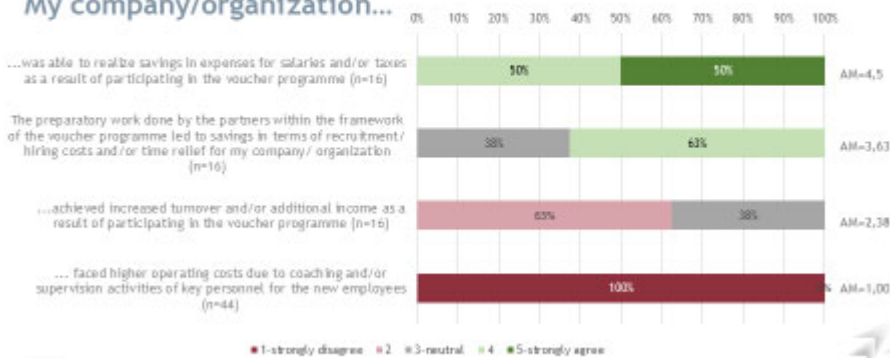
Source: Survey Offboarding Employers Czech Republic, 2022

TAKING COOPERATION FORWARD



CHANGED FINANCIAL SITUATION OF THE EMPLOYER

My company/organization...



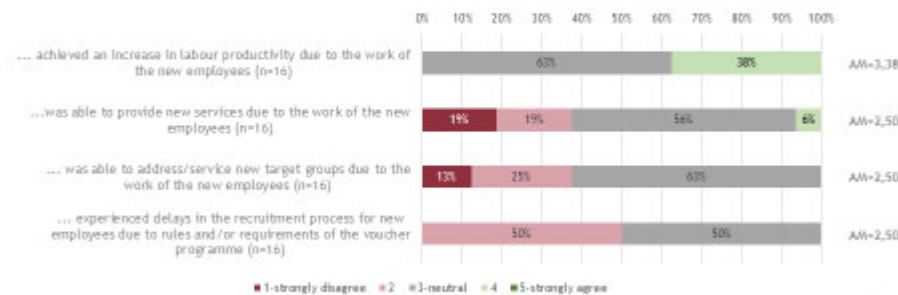
Source: Survey Offboarding Employers Czech Republic, 2022

TAKING COOPERATION FORWARD



CHANGED WORK PERFORMANCE OF THE EMPLOYER

My company/organization...



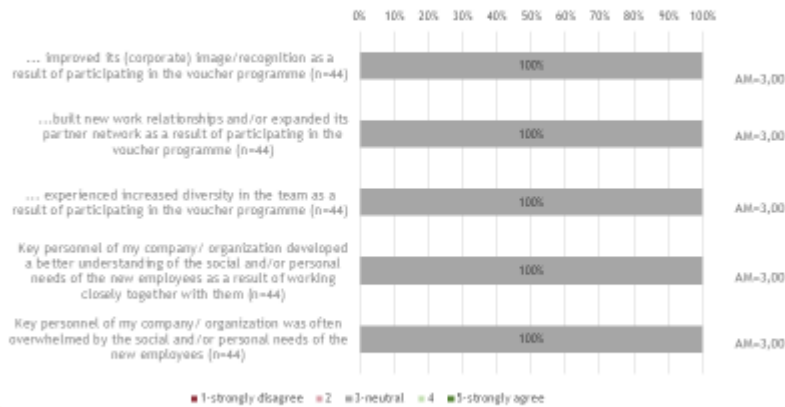
Source: Survey Offboarding Employers Czech Republic, 2022

TAKING COOPERATION FORWARD





SOCIAL IMPACT OF THE EMPLOYER AND KEY PERSONNEL



Source: Survey Offboarding Employers, Czech Republic, 2022

TAKING COOPERATION FORWARD



SOCIAL IMPACT OF THE NEW EMPLOYEES



Concrete examples:

gaining experience	incorporation in a new field
business testing	the possibility to work the missing years into retirement
experience in the field	work in a specialized field
flexible work	work in an interesting field
improving the financial situation (4)	the opportunity to work in a field that I enjoy (3)



Source: Survey Offboarding Employers, Czech Republic, 2022

TAKING COOPERATION FORWARD



SATISFACTION



most positive impact of the voucher program for your company/organization

- help to expand the team of workers, without the subsidy we could not afford it
- expanding the work team (2)
- fast and easier cooperation than with the Labour Office
- great cooperation from the past
- help to expand the team of workers, without the subsidy we could not afford it
- helpfulness and willingness of CpkP staff
- the opportunity to employ people who find it very difficult to find a job (5)
- verification of the employee during the period of granting (2)



Source: Survey Offboarding Employers, Czech Republic, 2022

TAKING COOPERATION FORWARD





CZECH REPUBLIC: IMPACT EMPLOYERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
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11. Final discussion round				

TAKING COOPERATION FORWARD



HUNGARY Impact Job Seekers



TAKING COOPERATION FORWARD





DATA SOURCES



- Survey Registration Job Seekers Hungary, March 2021
- Survey Onboarding Job Seekers Hungary, March 2021
- Survey Offboarding Job Seekers Hungary, October 2021



TAKING COOPERATION FORWARD



Findings evaluation: Registration Job seekers Hungary



TAKING COOPERATION FORWARD

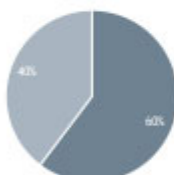


BASIC INFORMATION (N=63)



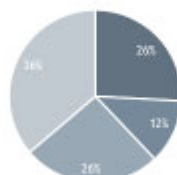
63 survey participants

Gender (n=63)



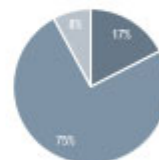
• male • female

Age Groups (n=58)



• -25 • 26-35 • 36-45 • 46-50

Highest Education Level (n=63)



• Under Elementary (ISCED 0) • Elementary (ISCED 1)
 • Vocational School (ISCED 2)



Source: Survey Registration Job Seekers Hungary, 2021

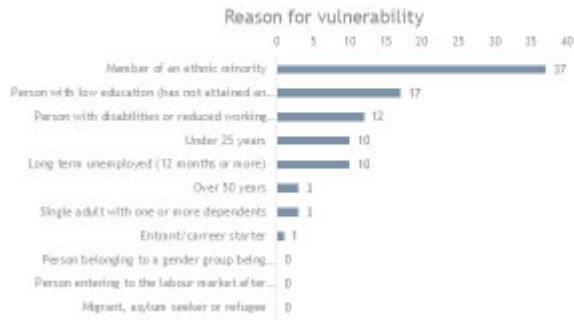
TAKING COOPERATION FORWARD





BASIC INFORMATION (N=63)

61 survey participants, 2 with no reasons for vulnerability



Source: Survey Registration Job Seekers Hungary, 2021

TAKING COOPERATION FORWARD



Findings evaluation: Offboarding Job seekers Hungary



TAKING COOPERATION FORWARD



Socio-demographics & Work experience



TAKING COOPERATION FORWARD





BASIC INFORMATION (N=44)

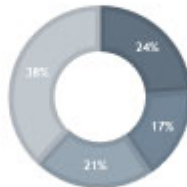
44 survey participants

Gender (n=44)



■ Female ■ Male

Age groups (n=42)



■ 25 ■ 26-35 ■ 36-49 ■ 50+

Highest educational level (n=43)



■ Under elementary (ISCED 0)
 ■ Elementary (ISCED 1)
 ■ Vocational school (ISCED 2)



Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



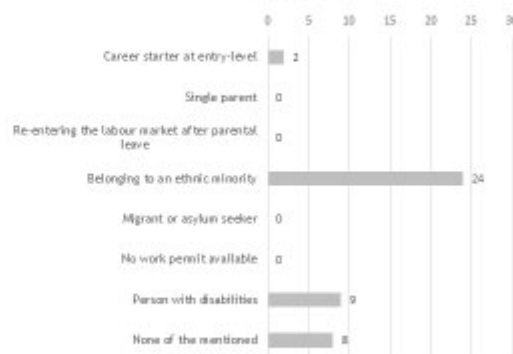
COUNTRY OF BIRTH, GROUP ASSIGNMENT

Country of birth/citizenship (n=43)



■ Hungary

(multiple choice)



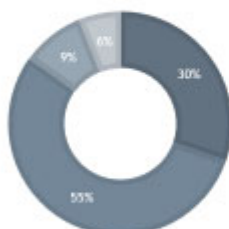
Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



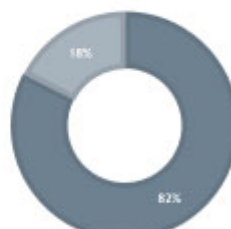
WORK EXPERIENCE

Longest period of employment at one employer (n=33)



■ Less than 1 year ■ Between 1 and 3 years
 ■ Between 3 and 5 years ■ More than 5 years

Types of activities as part of most relevant work experience (n=40)



■ Helper and semi-skilled activities ■ Specialized activities



Source: Survey Offboarding Job Seekers Hungary, 2022

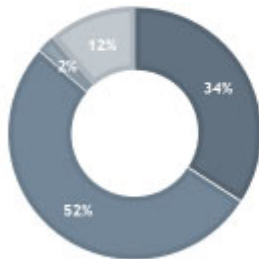
TAKING COOPERATION FORWARD





CURRENT LABOUR MARKET SITUATION

Current labour market situation (n=44)



- Employed (full time) with indefinite contract
- Employed (full time) with temporary contract
- Registered unemployed (less than 6 months)
- Neither employed nor registered unemployed



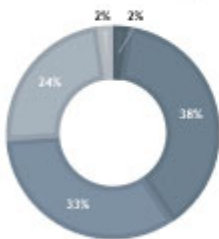
Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



MONTHLY NET INCOME

Own income (from employment, unemployment benefits, other benefits etc.) (n=42)



- 0
- 54.000-56.000
- 70.000-84.000
- 100.000-150.000
- 840.000 (most likely type, should be 84.000)

Household income (from employment, unemployment benefits, other benefits etc.) (n=33)



- 0
- 54.000-69.999
- 70.000-99.000
- 100.000-150.000
- 160.000-250.000



Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



Satisfaction with the program and general learnings

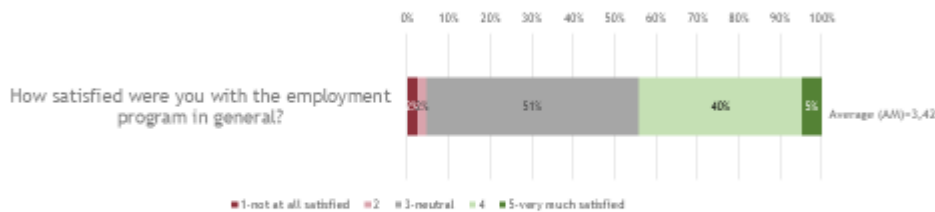


TAKING COOPERATION FORWARD





SATISFACTION WITH THE EMPLOYMENT PROGRAM (N=43)



Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



HIGHLIGHTS

Esélyt kaphatott.	He/she could get a chance
Jövedelemszerzés céljából dolgozom közfogis programban	I work in a public employment scheme to earn an income.
Jövedelemszerzéssel biztosítani tudtam a családom mindennapi kiadásait.	My income helped me to provide for my family's daily expenses.
Közösségben lehettem.	I could be in a community.
Közösségi élmény megtapasztalása, határaitágítása	Experiencing community, pushing my boundaries.
Nagyon jó munkaközösségbe került. Támogatóak.	It's a very good working community. They are supportive.

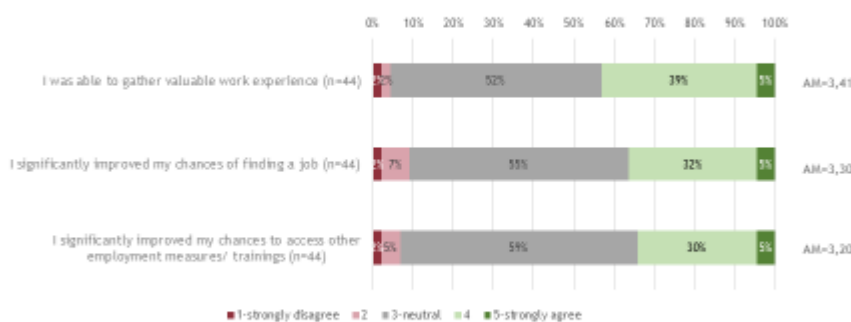


Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



GENERAL IMPROVEMENT AS A RESULT OF THE EMPLOYMENT PROGRAM...



Source: Survey Offboarding Job Seekers Hungary, 2022, n=44

TAKING COOPERATION FORWARD





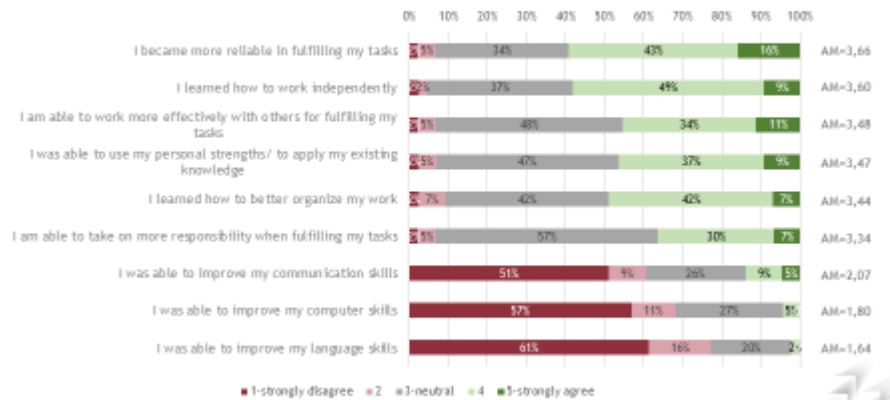
Skills and competencies gained



TAKING COOPERATION FORWARD



COMPETENCES & WORK EXPERIENCE AS A RESULT OF THE EMPLOYMENT PROGRAM...



Source: Survey Offboarding Job Seekers Hungary, 2022, n=43-44

TAKING COOPERATION FORWARD



Overall changes and satisfaction

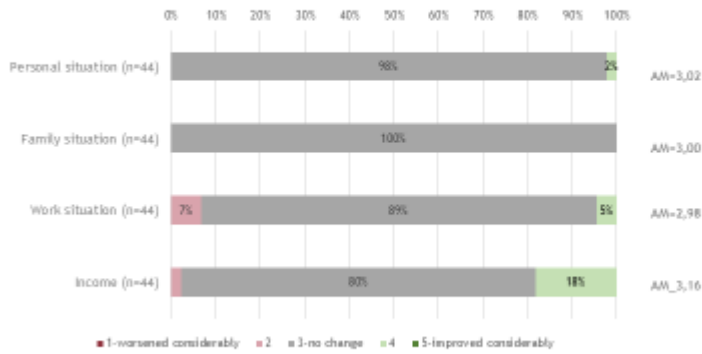


TAKING COOPERATION FORWARD





OVERALL CHANGE BY PARTICIPATING IN THE EMPLOYMENT PROGRAM

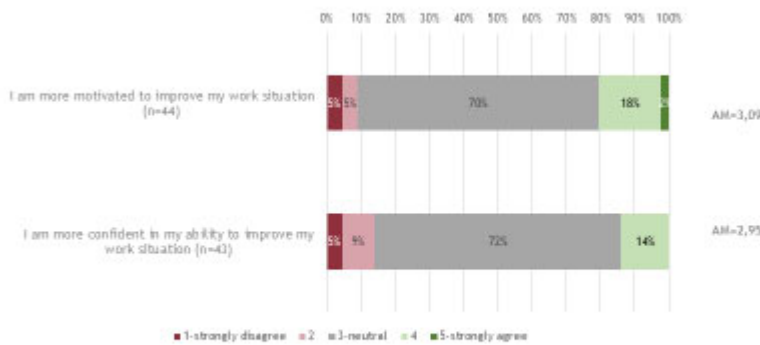


Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



MOTIVATION AND CONFIDENCE

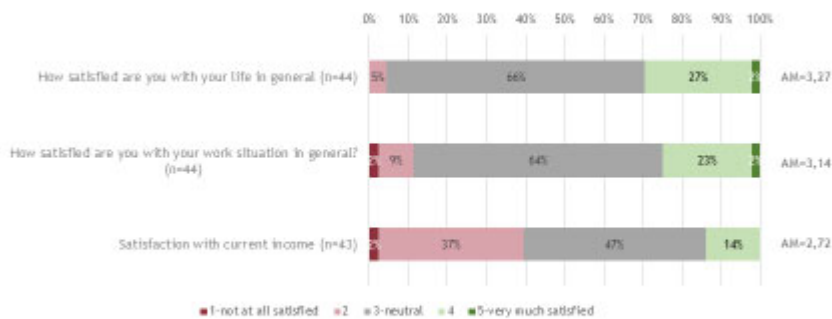


Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



SATISFACTION WITH LIFE/WORK/INCOME



Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD





Time Management

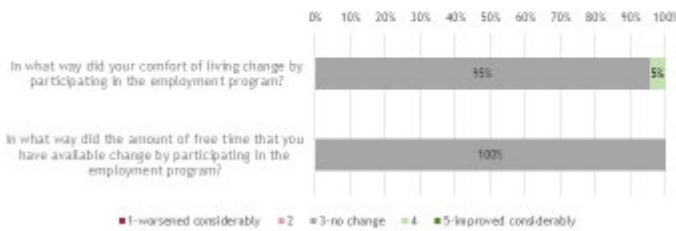


TAKING COOPERATION FORWARD



FREE TIME

Average amount of free time per month (AV=6,44)

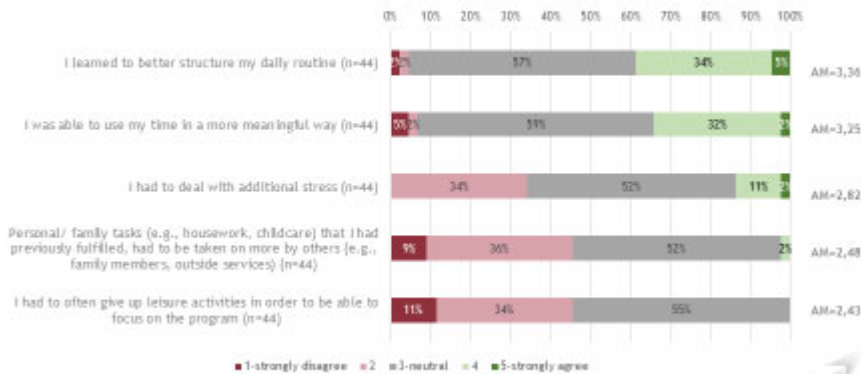


Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



BY PARTICIPATING IN THE EMPLOYMENT PROGRAM...



Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD





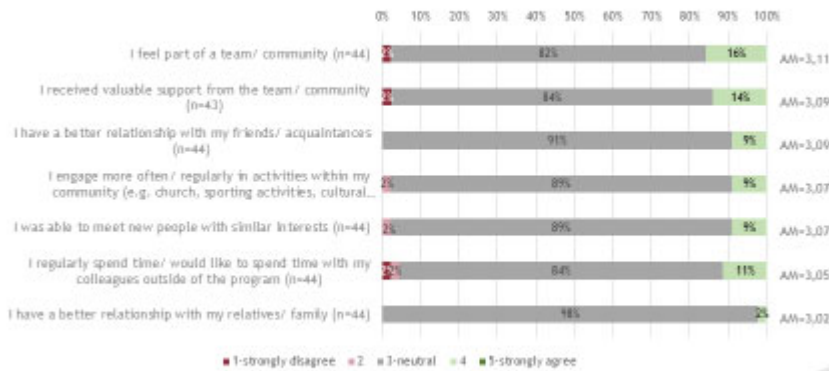
Social Interactions & Health



TAKING COOPERATION FORWARD



BY PARTICIPATING IN THE EMPLOYMENT PROGRAM...

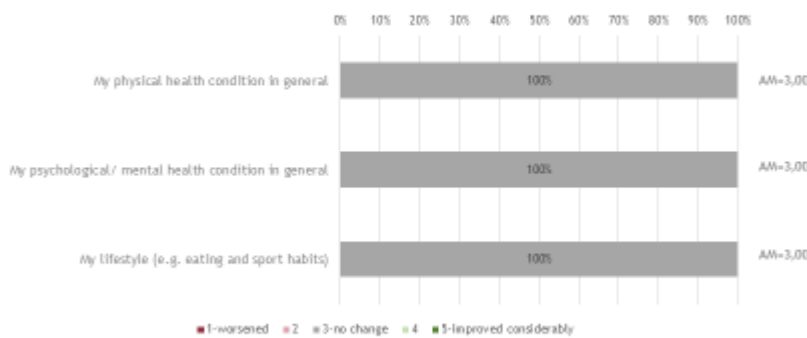


Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD



IN WHAT WAY DID YOUR OVERALL HEALTH SITUATION CHANGE BY PARTICIPATING IN THE EMPLOYMENT PROGRAM?



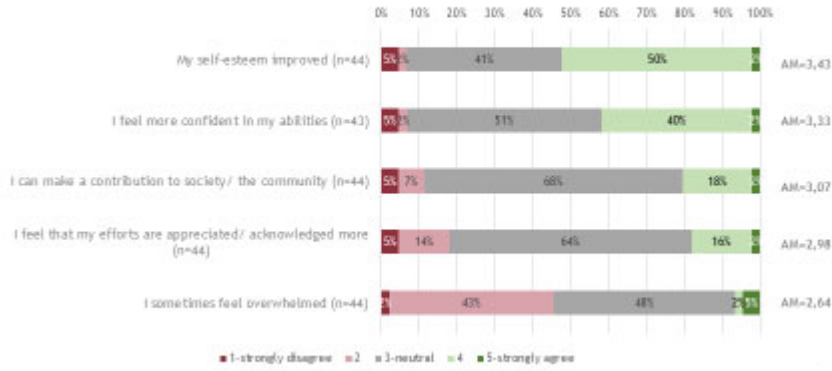
Source: Survey Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD





BY PARTICIPATING IN THE EMPLOYMENT PROGRAM...

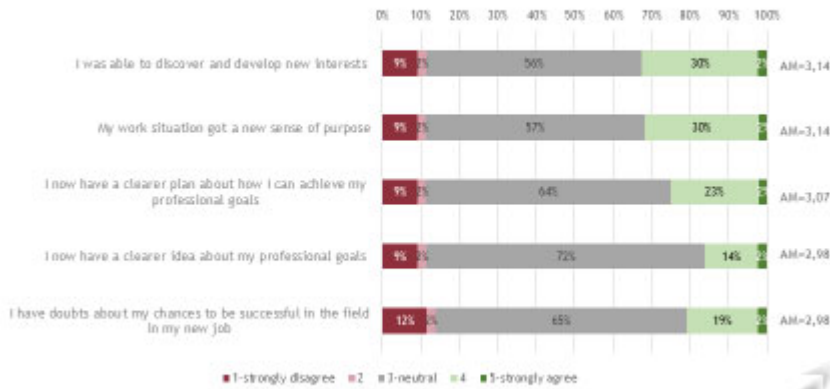


Source: Survey Offboarding Job Seekers Hungary, 2022



Future perspectives

BY PARTICIPATING IN THE EMPLOYMENT PROGRAM...



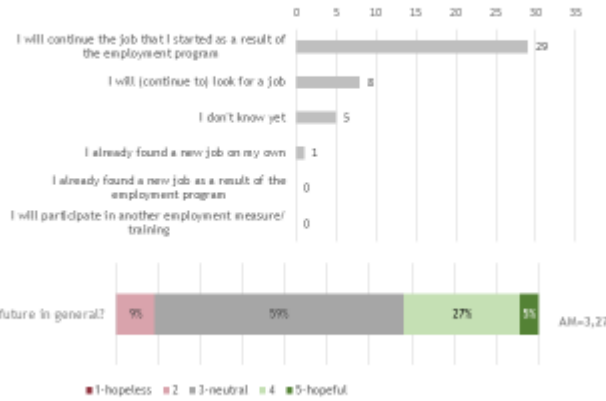
Source: Survey Offboarding Job Seekers Hungary, 2022





DO YOU ALREADY HAVE CONCRETE PLANS FOR THE TIME AFTER THE END OF THE EMPLOYMENT PROGRAM?

n=44



Source: Survey Offboarding Job Seekers Hungary, 2022, n=44

TAKING COOPERATION FORWARD



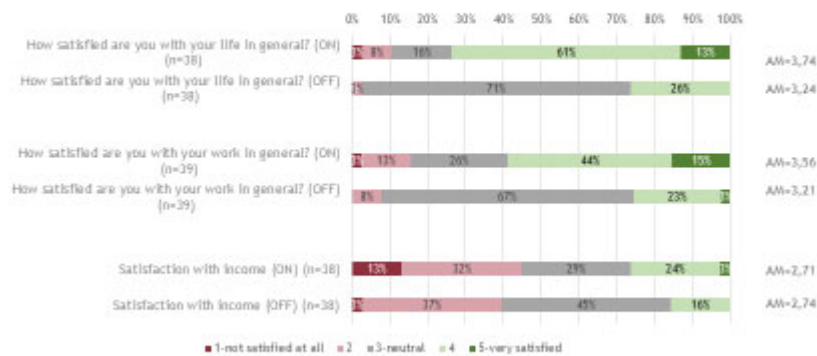
Findings evaluation: Comparison Onboarding - Offboarding Hungary



TAKING COOPERATION FORWARD



CHANGE OF GENERAL SATISFACTION (N=39, PANEL)



Source: Survey Onboarding Job Seekers Hungary, 2021 and Offboarding Job Seekers Hungary, 2022

TAKING COOPERATION FORWARD





HUNGARY: IMPACT JOB SEEKERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD



HUNGARY Impact Employers



TAKING COOPERATION FORWARD





DATA SOURCES



- Survey Registration & Onboarding Employers Hungary, March 2021
- Survey Offboarding Employers Hungary, April 2022



TAKING COOPERATION FORWARD



Findings evaluation: Employers Offboarding Hungary



TAKING COOPERATION FORWARD



ABOUT THE ORGANIZATIONS AND VOUCHERS (N=2)



Legal form of organization:
Association & Ltd.

Type of vouchers: covering hiring costs (n=2)

Type of employment:

7 temporary work contracts with a duration up to 3 months
20 temporary work contracts with a duration of more than 3 months
13 indefinite work contracts

Types of jobs created:

- Administrative and service support activities (cleaning, green area management)
- Industry, meat processing

	Total value of the vouchers received	Number of FTE	Current refunding rate	Future refunding rate (willingness)
Minimum	EUR 1 400	33	0%	0%
Maximum	EUR 6 600	7	0%	0%



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD





SATISFACTION WITH VOUCHER PROGRAM



How satisfied were you with the voucher program in general? (n=2)



What went well

- Prepared candidates in advance for the specifics of the employer and the position to be filled
- Assistance provided by colleagues involved in mediation: liaising between jobseekers and the employers, assisting in transporting employees to work

To be improved

- Introduction of further services beyond recruitment
- Extension of services (e.g. provision of workplace mentors)



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD



CHANGED FINANCIAL SITUATION OF THE EMPLOYER



My company/organization...

My company/organization achieved increased turnover and/or additional income as a result of participating in the voucher program	Neutral	Rather agree
The preparatory work done by the partners within the framework of the voucher program led to savings in terms of recruitment/hiring costs and/or time relief for my company/organization	Rather agree	Strongly agree
My company/organization was able to realize savings in expenses for salaries and/or taxes as a result of participating in the voucher program	Strongly disagree	Strongly disagree
My company/organization faced higher operating costs due to coaching and/or supervision activities of key personnel for the new employees	Rather disagree	Rather agree



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD



CHANGED WORK PERFORMANCE OF THE EMPLOYER



My company/organization...

My company/organization achieved an increase in labour productivity due to the work of the new employees	Neutral	Rather disagree
My company/organization was able to provide new services due to the work of the new employees	Rather disagree	Strongly agree
My company/organization was able to address/service new target groups due to the work of the new employees	Rather disagree	Neutral
My company/organization experienced delays in the recruitment process for new employees due to rules and/or requirements of the voucher program	Rather disagree	Rather disagree



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD





SOCIAL IMPACT OF THE EMPLOYER AND KEY PERSONNEL

My company/organization improved its (corporate) image/recognition as a result of participating in the voucher program	Rather agree	Neutral
My company/organization built new work relationships and/or expanded its partner network as a result of participating in the voucher program	Strongly agree	Strongly agree
My company/organization experienced increased diversity in the team as a result of participating in the voucher program	Rather agree	Rather agree
Key personnel of my company/organization developed a better understanding of the social and/or personal needs of the new employees as a result of working closely together with them	Strongly agree	Strongly agree
Key personnel of my company/organization was often overwhelmed by the social and/or personal needs of the new employees	Rather agree	Strongly agree



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD



SOCIAL IMPACT OF THE NEW EMPLOYEES

The new employees experienced a general improvement in their life situation as a result of participating in the voucher program	Rather agree	Strongly agree
Can you name any concrete examples?	employees were able to take advantage of state discounts and benefits when buying a home	Stable, predictable income
The new employees are well integrated into the team	Strongly disagree	Rather agree
The new employees gained additional skills/competences as a result of participating in the voucher program	Rather agree	Strongly agree



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD



SATISFACTION

How satisfied were you with the new employees' work performance in general?	Rather satisfied	Rather unsatisfied
---	------------------	--------------------

most positive impact of the voucher program for your company/organization

- It provided opportunity to try new methods that may be used in the future programs of the organization
- The organization could save time and energy



Source: Survey Offboarding Employers Hungary, 2022

TAKING COOPERATION FORWARD





HUNGARY: IMPACT EMPLOYERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD



SLOVENIA Impact Job Seekers



TAKING COOPERATION FORWARD





DATA SOURCES



- Survey Offboarding Job Seekers Slovenia, April 2022



TAKING COOPERATION FORWARD



Description of the target group: Socio-demographics



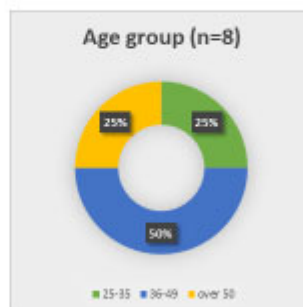
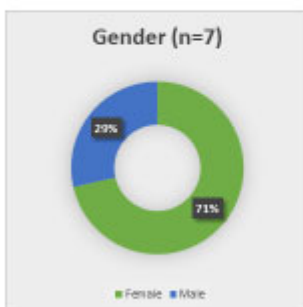
TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 1/5



12 survey participants



Source: Survey Offboarding Job Seekers Slovenia, 2022

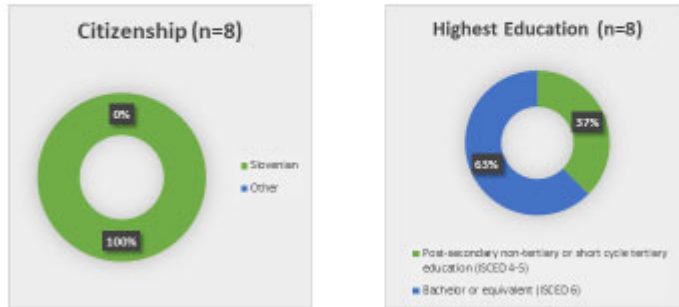
TAKING COOPERATION FORWARD





DESCRIPTION OF TARGET GROUP 2/5

12 survey participants



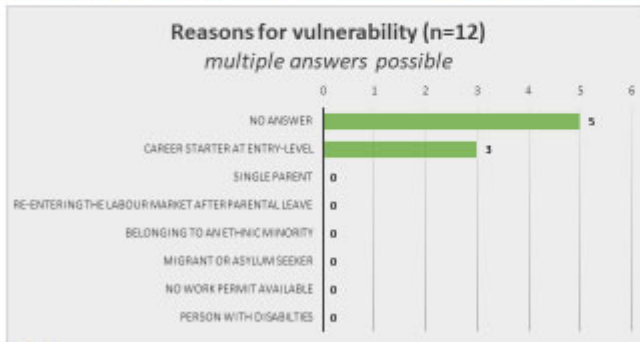
Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 3/5

12 survey participants, 4 with no reasons for vulnerability



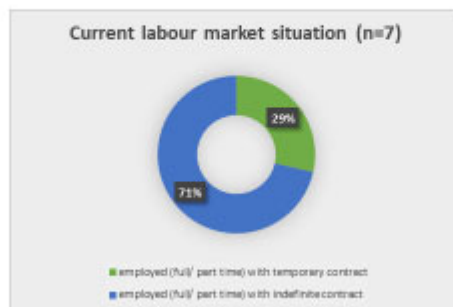
Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 4/5

12 survey participants



Source: Survey Offboarding Job Seekers Slovenia, 2022

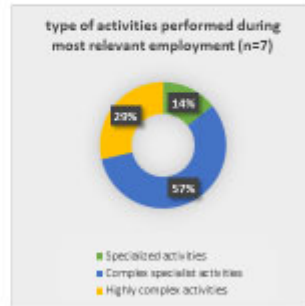
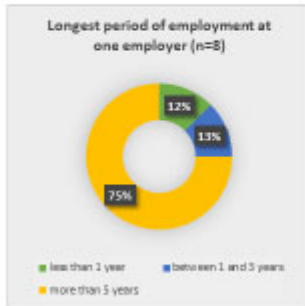
TAKING COOPERATION FORWARD





DESCRIPTION OF TARGET GROUP 5/5

12 survey participants



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



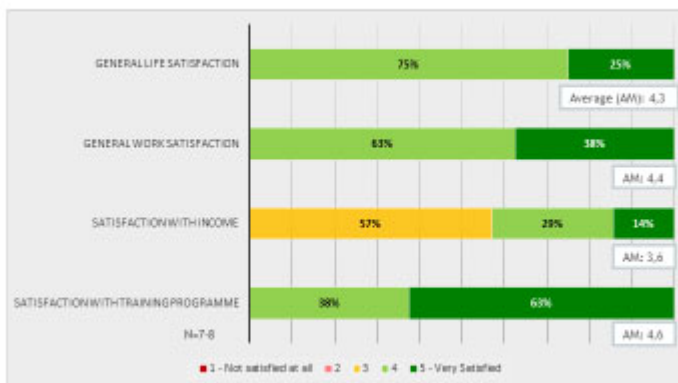
Current life & work situation



TAKING COOPERATION FORWARD



GENERAL SATISFACTION



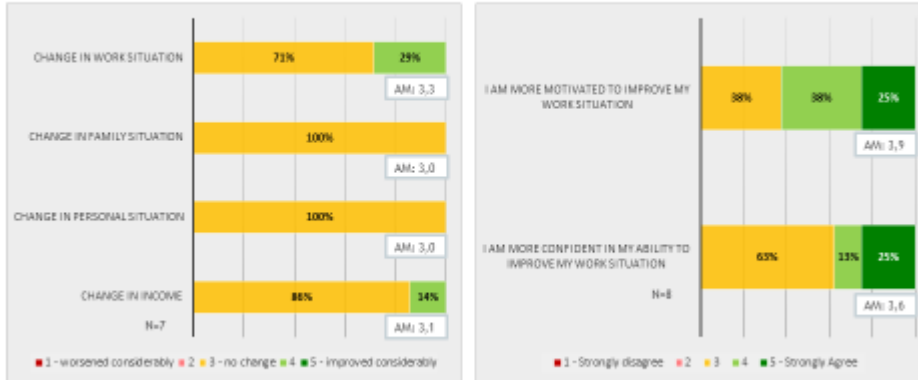
Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD





PERCEIVED CHANGE IN PERSONAL & WORK SITUATION DUE TO THE TRAINING PROGRAM



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD

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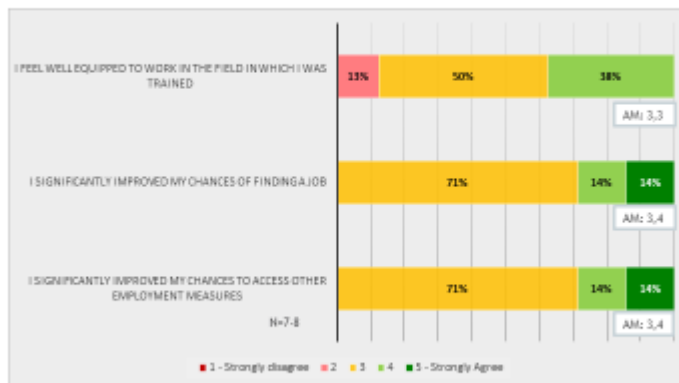
Employability & acquired skills



TAKING COOPERATION FORWARD

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PERCEIVED CHANGES IN EMPLOYABILITY DUE TO THE TRAINING PROGRAM



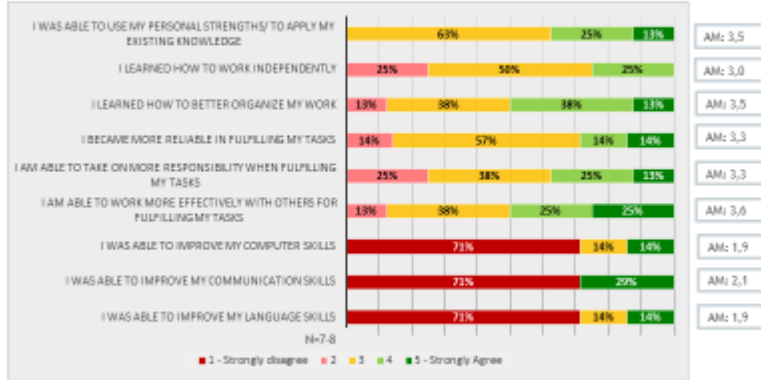
Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD

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ACQUIRED SKILLS & KNOWLEDGE DUE TO THE TRAINING PROGRAM



- AM: 3,5
- AM: 3,0
- AM: 3,5
- AM: 3,3
- AM: 3,3
- AM: 3,6
- AM: 1,9
- AM: 2,1
- AM: 1,9



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



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Housing & free time

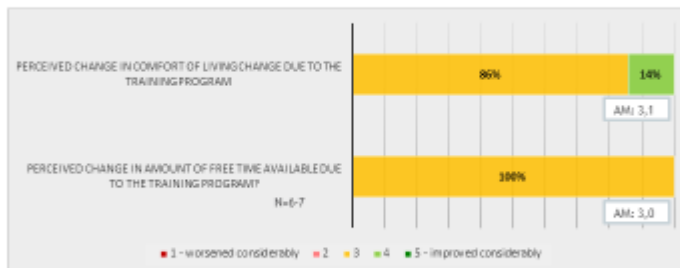


TAKING COOPERATION FORWARD



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PERCEIVED CHANGE COMFORT OF LIVING & AVAILABLE FREE TIME DUE TO THE TRAINING PROGRAM



AM: 3,1

AM: 3,0



Source: Survey Offboarding Job Seekers Slovenia, 2022

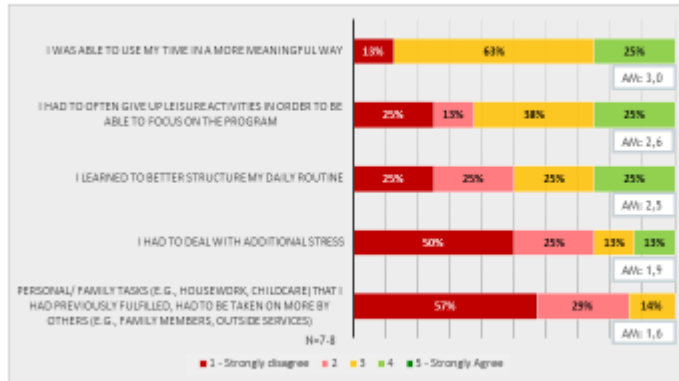
TAKING COOPERATION FORWARD



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PERCEIVED CHANGE IN TIME MANAGEMENT DURING THE TRAINING PROGRAM



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



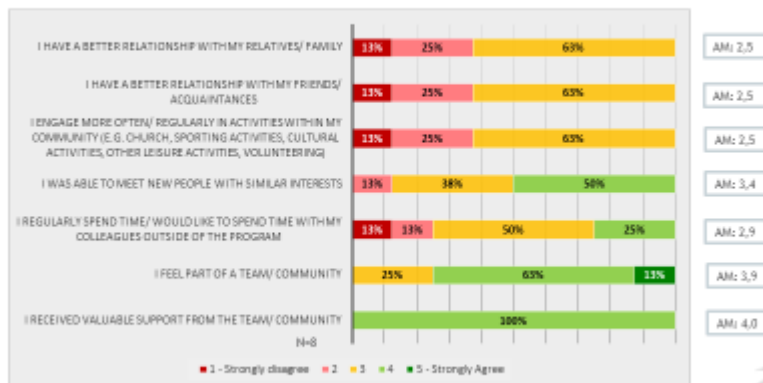
Social interactions



TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN SOCIAL INTERACTIONS DUE TO THE TRAINING PROGRAM



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD





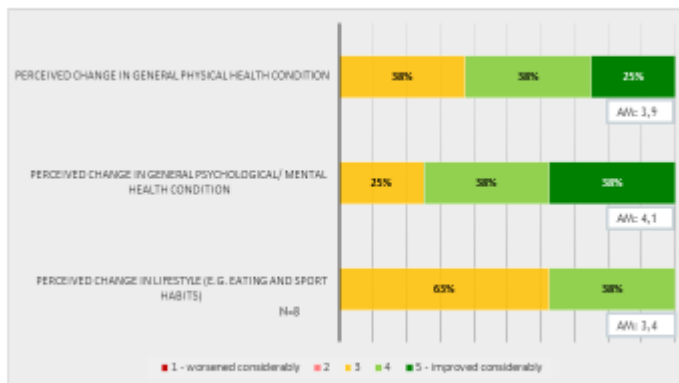
Health situation



TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN HEALTH CONDITION & LIFESTYLE DUE TO THE TRAINING PROGRAM

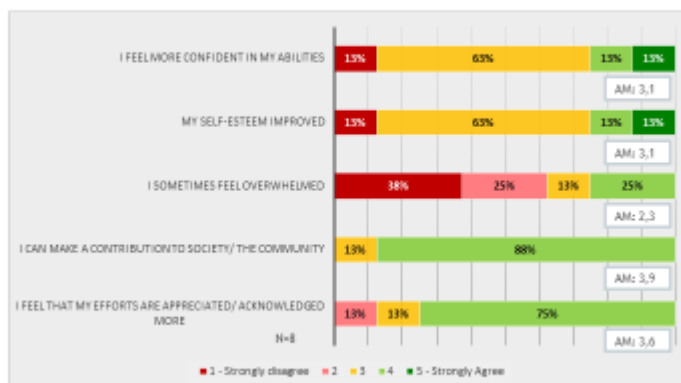


Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



PERCEIVED CHANGE IN PSYCHOLOGICAL WELL-BEING DUE TO THE TRAINING PROGRAM



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD





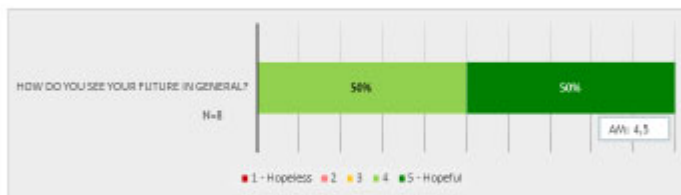
Future perspectives



TAKING COOPERATION FORWARD



GENERAL VIEW OF FUTURE

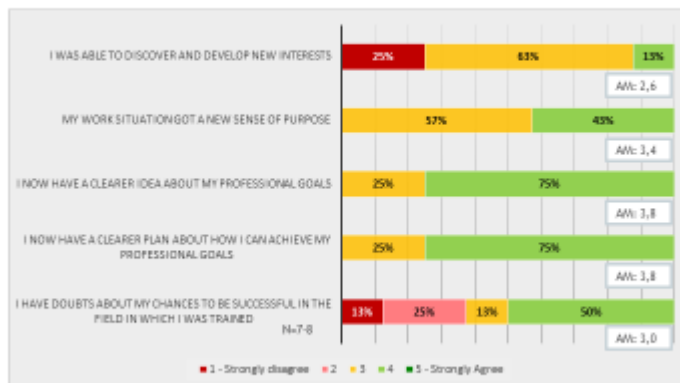


Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



PERCEIVED CHANGE OF FUTURE PERSPECTIVES DUE TO THE TRAINING PROGRAM



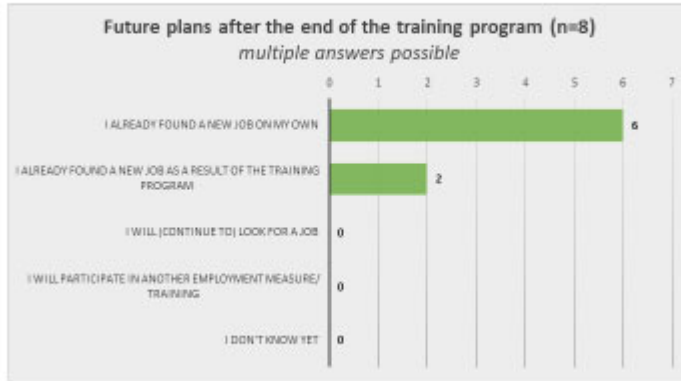
Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD





FUTURE PERSPECTIVES



Source: Survey Offboarding Job Seekers Slovenia, 2022

TAKING COOPERATION FORWARD



SLOVENIA: IMPACT JOB SEEKERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				

TAKING COOPERATION FORWARD





SLOVENIA

Impact Employers



TAKING COOPERATION FORWARD



DATA SOURCES

- Survey Offboarding Employers Slovenia, April 2022



TAKING COOPERATION FORWARD



ABOUT THE ORGANIZATIONS AND VOUCHERS (N=2)

Legal form of organization:
Institution & Ltd.

Type of vouchers: covering training costs (n=2) & covering salary costs (n=1)

Type of employment:
temporary work contracts with a duration up to 3 months
temporary work contracts with a duration of more than 3 months

Number of jobs created:
9 FTE jobs

Training activities provided:

- Trends in tourism
- Digital marketing
- Training in the profession of social worker

	Total value of the vouchers received	Number of FTE	Current refunding rate	Future refunding rate (willingness)
Company 1	EUR 1 600	6	0%	0%
Company 2	EUR 2 500	3	0%	0%



Source: Survey Offboarding Employers Slovenia, 2022

TAKING COOPERATION FORWARD





SATISFACTION WITH VOUCHER PROGRAM

How satisfied were you with the voucher program in general? (n=2)



most positive impact of the voucher program for your company/organization

- Employee connectivity
- Easier understanding of work processes



Source: Survey Offboarding Employers Slovenia, 2022

TAKING COOPERATION FORWARD



CHANGED FINANCIAL SITUATION OF THE EMPLOYER

My company/organization...

My company/organization achieved increased turnover and/or additional income as a result of participating in the voucher program	N/A	Rather agree
The preparatory work done by the partners within the framework of the voucher program led to savings in terms of recruitment/hiring costs and/or time relief for my company/organization	N/A	Rather disagree
My company/organization was able to realize savings in expenses for salaries and/or taxes as a result of participating in the voucher program	N/A	Strongly disagree
My company/organization faced higher operating costs due to coaching and/or supervision activities of key personnel for the new employees	N/A	Strongly disagree



Source: Survey Offboarding Employers Slovenia, 2022

TAKING COOPERATION FORWARD



SOCIAL IMPACT OF THE EMPLOYER AND KEY PERSONNEL

My company/organization improved its (corporate) image/recognition as a result of participating in the voucher program	N/A	Strongly disagree
My company/organization built new work relationships and/or expanded its partner network as a result of participating in the voucher program	N/A	Neutral
My company/organization experienced increased diversity in the team as a result of participating in the voucher program	N/A	Neutral
Key personnel of my company/organization developed a better understanding of the social and/or personal needs of the new employees as a result of working closely together with them	N/A	Neutral
Key personnel of my company/organization was often overwhelmed by the social and/or personal needs of the new employees	N/A	Strongly disagree



Source: Survey Offboarding Employers Slovenia, 2022

TAKING COOPERATION FORWARD





SLOVENIA: IMPACT EMPLOYERS

Questions?



TAKING COOPERATION FORWARD



AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
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11. Final discussion round				

TAKING COOPERATION FORWARD



POLAND Target Group Description & Impact Job Seekers



TAKING COOPERATION FORWARD





DATA SOURCES



- Survey Registration Job Seekers Poland, April 2022
- Survey Offboarding Job Seekers Poland, April 2022



TAKING COOPERATION FORWARD



Description of the target group: Socio-demographics



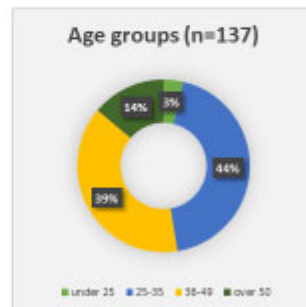
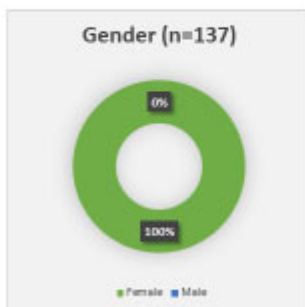
TAKING COOPERATION FORWARD



DESCRIPTION OF TARGET GROUP 1/3



137 survey participants



Source: Survey Registration Job Seekers Poland, 2022

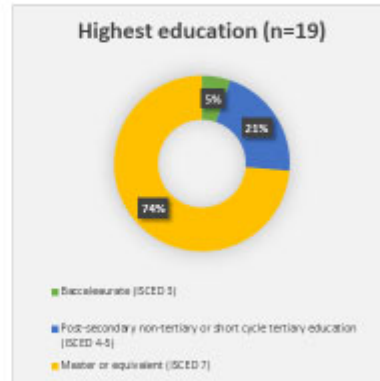
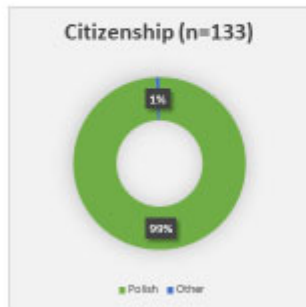
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DESCRIPTION OF TARGET GROUP 2/3

137 survey participants



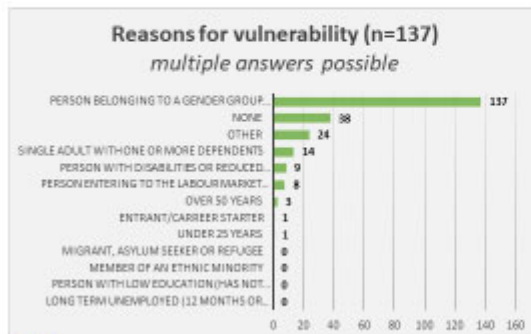
Source: Survey Registration Job Seekers Poland, 2022

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DESCRIPTION OF TARGET GROUP 3/3

137 survey participants, 38 with no reasons for vulnerability



Source: Survey Registration Job Seekers Poland, 2022

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Main impact of job seekers



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MAIN IMPACT OF JOB SEEKERS (1/2)



1 job created

Main impact of the employed person

"The job meets my expectations, and the training raised my skills"

- Employed (part time) with temporary contract
- Very satisfied with the employment program
- Very satisfied with the work situation in general
- Work situation improved considerably as a result of the program
- Income improved considerably as a result of the program



Source: Survey Offboarding Job Seekers Poland, 2022

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MAIN IMPACT OF JOB SEEKERS (2/2)



1 job created

Main impact of the employed person

- Main skills acquired through the program (*strong agreement*):
 - How to work independently
 - How to take on more responsibility when fulfilling the tasks
 - Improved computer skills
- Main impact of the program on future perspectives (*strong agreement*):
 - Ability to discover and develop new interests
 - The work situation got a new sense of purpose
 - Clearer idea about the professional goals
 - No doubts about the chances of being successful in the new job



Source: Survey Offboarding Job Seekers Poland, 2022

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Source: Survey Offboarding Job Seekers Poland, 2022

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AGENDA OVERVIEW

1. Germany (NAS): Impact Job Seekers	2. Austria: Impact Job Seekers	3. Czech Republic: Impact Job Seekers	4. Czech Republic: Impact Employers	5. Hungary: Impact Job Seekers
6. Hungary: Impact Employers	7. Slovenia: Impact Job Seekers	8. Slovenia: Impact Employers	9. Poland: Target Group Description & Impact Job Seekers	10. Poland: Description Employers
11. Final discussion round				



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POLAND Description Employers



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DATA SOURCES



- Survey Registration & Onboarding Employers Poland, April 2022



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ABOUT THE EMPLOYING ORGANIZATION (N=1)

Legal form of organization:
Public Company (incorporated)

Type of employment:
temporary work contracts

Number of jobs created:
0,5 FTE jobs

- Reasons for joining the program**
- Supporting specific disadvantaged groups through employment
 - Increasing revenues by recruiting new employees in order to be able to satisfy unmet market needs
 - Saving hiring costs
 - Saving training costs
 - Development of employee skills and competences through flexible, tailored training services
 - Raising public perception



Source: Survey Offboarding Employers Poland, 2022

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POLAND: DESCRIPTION EMPLOYERS

Questions?



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AGENDA OVERVIEW

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11. Final discussion round				

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Discussion



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FINAL DISCUSSION ROUND

Which findings are influenced by the Covid-19 situation? How can we interpret these correctly?

Which indicators are most meaningful and how do you plan to use them? Which should be communicated externally?

Do you have any more questions or comments?



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