

StayOn_

A more inclusive, active
and creative world!

Impact Management Toolkit



stay-on.eu

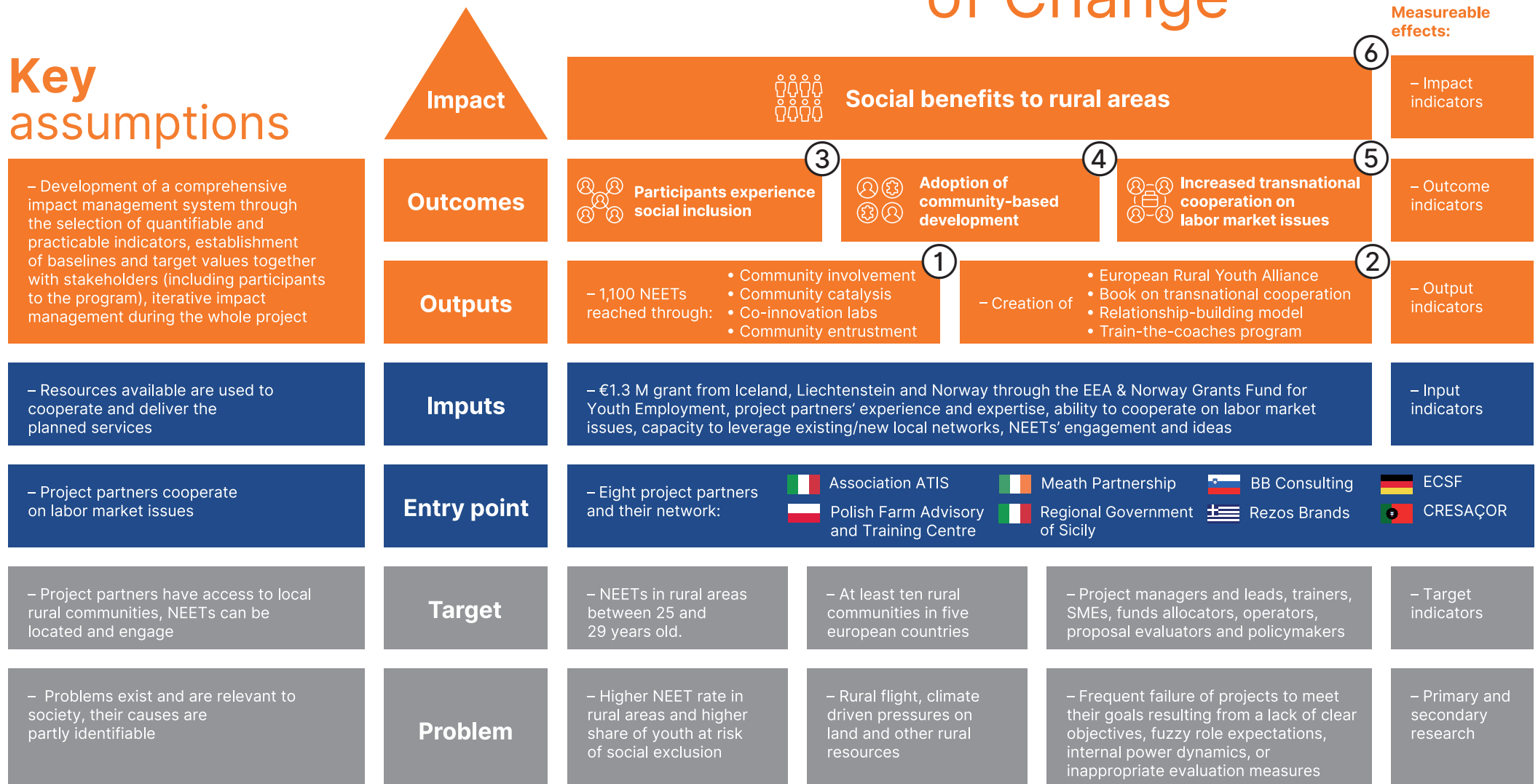


Index

- 4 – INTRODUCTION
- 5 – OUTPUTS
 - CLUSTER 1
 - CLUSTER 2
- 9 – OUTCOMES
 - CLUSTER 3: NEETs experience social inclusion
 - CLUSTER 4: Adoption of community-based development
 - CLUSTER 5: Increased transnational cooperation on labor market issues
- 12 – IMPACT
 - CLUSTER 6: Social benefits to rural areas
- 13 – EVALUATION SHEET

StayOn_Theory of Change

Key assumptions



Introduction

An impact management system attempts to measure and assess the impact of the project in order to improve it. This instrument enables the project partners, funders, program designers and policymakers to access substantial evidence of what works and how and what does not work and why in the world of youth employment programs.

StayOn's impact management system is made of three impact layers which, in turn, include six clusters (derived from StayOn Theory of Change).

Layer I Management of StayOn's impact on the participants (CLUSTERS 1, 3 and 4)

Layer II Management of StayOn's impact on the project partners organizations in terms of capacity building (CLUSTERS 2 and 5)

Layer III Management of StayOn's impact on society (CLUSTER 6)



Outputs

Output indicators will be the first thing we can monitor and they will flow into the output monitoring software. The software, accessible through StayOn website, will allow everyone, even outside the partnership, to have a real-time view of the project performance. In the tables below, project partners can find a list of measures in absolute numbers (#) that we will need regarding the activities conducted. Project partners will be responsible to collect data and use it to update the output monitoring software. The data will appear as an aggregate (total number rather than division among the single contributions of the specific project partners). Users will be able to click on the absolute numbers and land on a different page with more information about the specific activities.

Outputs_Cluster 1

Output indicators group A: Data collection by implementation partners (Rezos Brands, Association ATIS, CRESAÇOR, Meath Partnership, the Polish Farm Advisory and Training Centre) on the four implementation phases (community involvement, community catalysis, co-innovation labs, and community entrustment).

Methods: Quantitative (QUAN), implementation partners' internal records.

Community involvement	Community catalysis	Co-innovation labs	Community entrustment
# of communities involved	# of participants involved in community catalysis	# of participants involved in coinnovation labs	# of participants involved in community entrustment
# of hours of coaching delivered	# of youth priority issues identified	# of co-innovation labs created	# of policy proposals by youth for youth
# of participants involved in coaching		# of products, services, ideas developed	
# of hours of training delivered		# of SMEs involved	
# of participant involved in training			
# of training courses delivered			
Participants' drop-out rate ¹			

¹ To calculate the drop-out rate, we will simply divide the number of dropouts (= all participants minus completers) by the number of participants who started training/coaching.

Outputs_Cluster 2

Output indicators group B: Data collection by BB Consulting on the train-the-coaches program, relationship-building model, and knowledge-transfer workshops.

Methods: Quantitative (QUAN), BB Consulting's internal records.

Train-the-coaches program	Relationship-building model	Knowledge-transfer workshops
# of coaches involved	# of buddy experiments	# of knowledge-transfer workshops
# of train-the-coaches sessions	# of buddy meetings	
# of train the coaches hours	# StayOn playbook	
# of handbook on the "Personal development training of coaches" experience	# StayOn library	
#Coaches' drop-out rate ²	# of new partnership created	

² To calculate the drop-out rate, we will simply divide the number of dropouts (= all train-the-coaches participants minus completers) by the number of participants who started the train-the-coaches program



Outputs_Cluster 2

Output indicators group C: Data collection by the ECSF on impact management deliverables and research on transnational project governance.

Methods: Quantitative (QUAN), the ECSF's internal records.

Impact management

- # Theory of Change
- # Impact Compass
- # of impact management reports

Researches on transnational project governance

- #academic book

Output indicators group D: Data collection by the Regional Government Of Sicily – Department of Agriculture on vertical and horizontal mainstreaming.

Methods: Quantitative (QUAN), the Regional Government Of Sicily – Department of Agriculture's internal records.

Vertical and horizontal mainstreaming

- # of mainstreaming world cafès
- # European Rural Youth Alliance

Cluster 3_ Participants experience social inclusion

Outcome indicators Group E: Data collection by the ECSF and the implementation partners (Rezov Brands, Association ATIS, CRESAÇOR, Meath Partnership, the Polish Farm Advisory and Training Centre) on participants experiencing social inclusion.

Methods: Mixed methods research (QUAN + QUAL), a. survey with close-ended questions at the beginning and end of implementation and b. semi- structured interviews during implementation.

a. Survey administered to participants through an online questionnaire with the following variables: demographics (gender, age, education, belonging to a minority background)³, social inclusion measured by looking at

- 1. Access (to knowledge of resources in the community)⁴,
- 2. Support (from social networks)⁵,
- 3. Participation (in labor markets)⁶.

b. Semi-structured interviews conducted with participants, their family and friends, they could then be presented in a documentary style and used to comply with the short video deliverables foreseen by the project proposal.

³The questions (4) read „What is your gender?“, „In what year were you born?“, „What is the highest degree or level of school you have completed?“, „Do you belong to any of these minority groups?“.

⁴ The question (1) read „I am aware where to get the career development resources I need in my community“

⁵ The questions read (4) „How much advice did you receive in the last month? (e.g., professionals, family, friends, religious leaders, other groups, etc.)“, „How much companionship from other persons did you receive in the last month? (e.g., professionals, family, friends, religious leaders, other groups, etc.)“, „How much material support did you receive in the last month? (e.g., professionals, family, friends, religious leaders, other groups, etc.)“, „How satisfied are you with the support received?“ (Bernal et al., 2003).

⁶ The questions (2) read „What is your current labor status?“, „What was your net income last month?“.

Cluster 4_ Adoption of community-based development

Outcome indicators Group F: Data collection by the ECSF and the implementation partners (Rezos Brands, Association ATIS, CRESAÇOR, Meath Partnership, the Polish Farm Advisory and Training Centre) on the adoption of the community-based development model.

Methods: Qualitative (QUAL), in-depth case studies about five rural communities implementing the community-based development model. The qualitative case studies will provide detailed understanding of the community-based development process in a particular setting, will allow for comparisons and are a powerful storytelling tool (e.g., for after-project fundraising and sustainability).⁷ Data could include interviews with project partners and other community stakeholders (e.g., mayors).

⁷ These could be similar to the case studies by the Harvard Business Review, e.g. cases on Innovation & Entrepreneurship: <https://store.hbr.org/product/prototyping-a-scalable-smart-village-to-simultaneously-create-sustainable-development-and-enterprise-growth-opportunities/B5886>

Cluster 5_ Increased transnational cooperation on labor market issues

Outcome indicators Group G: Data collection by the ECSF and BB Consulting on the train-the-coaches program.

Methods: Mixed methods research (QUAN → QUAL), Success Case Method (SCM) applied to the train-the-coaches program. The SCM deliberately looks at the most, and least, successful participants of a program. It involves four steps:

- 1. defining what success should look like,
- 2. designing and implementing a quantitative survey⁸ to search for best and worst cases based on the established definition of success,
- 3. interviewing and documenting best and worst cases to examine critical success and failure factors,
- 4. disseminating success cases.

Outcome indicators Group H: Data collection by the ECSF on transnational project governance.

Methods: Mixed methods research (QUAN + QUAL), survey with open-ended and close-ended questions to the project partners, interviews with the other projects financed by the EEA & Norway Grants Fund for Youth Employment.

⁸ The survey can be developed ad-hoc. Alternatively, existing validated scales can be used, e.g., SERVQUAL.

Cluster 6_ Social benefits to rural areas

Impact indicators Group I:

Methods: Quantitative (QUAN), survey with close-ended questions⁹ at the beginning and end of implementation, social benefits to rural areas measured by looking at participants' willingness to migrate¹⁰, common good¹¹.

⁹ These will be combined together with the questions from CLUSTER 3.

¹⁰ The questions (2) read „How likely is it that you will move elsewhere in your country for employment reasons?“ „How likely is it that you will move abroad for employment reasons?“

¹¹ The questions (7) read „I talk to others about ways to improve the community.“, „I work with others in the community to make it a good place to live.“, „I do things with our neighbors to improve the neighborhood.“, „As a young person, I am contributing to the community's well-being.“, „I work with other people like me to help the community understand our needs.“, „Young people are important to this community.“, „There aren't many things I can do to help others in the community.“ (Looman, 2006).

Dear project partner,
Thank you for sharing your time with us!
Please, indicate the number that best describes how useful and feasible¹² you consider the measures and methods for each group of indicators:

5 HIGHLY USEFUL,
4 USEFUL,
3 NEUTRAL,
2 NOT USEFUL,
1 NOT USEFUL AT ALL

5 HIGHLY FEASIBLE,
4 FEASIBLE,
3 NEUTRAL,
2 NOT FEASIBLE,
1 NOT FEASIBLE AT ALL

Additionally, please write down any adjustments you consider necessary to the measures chosen as well as any further comments.

¹² How easy is it to collect data for this type of indicator in practice?

CLUSTER 1, Output indicators group A

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 2, Output indicators group B

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 2, Output indicators group C

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 2, Output indicators group D

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 3, Output indicators group E

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 4, Output indicators group F

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 5, Output indicators group G

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 5, Output indicators group H

Usefulness:

Feasibility:

Suggested adjustments:

Comments:

CLUSTER 6, Output indicators group I

Usefulness:

Feasibility:

Suggested adjustments:

Comments:



References

Bernal, G., Maldonado-Molina, M., & Scharron-del Rio, M. (2003). Development of a brief scale for social support: Reliability and validity in Puerto Rico. *International Journal of Clinical and Health Psychology*, 3(2), 251–264.

Looman, W. S. (2006). Development and testing of the social capital scale for families of children with special health care needs. *Research in Nursing & Health*, 29(4), 325–336.

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