

StayOn_ A more inclusive, active and creative world!

4th Impact Assessment

ITALY

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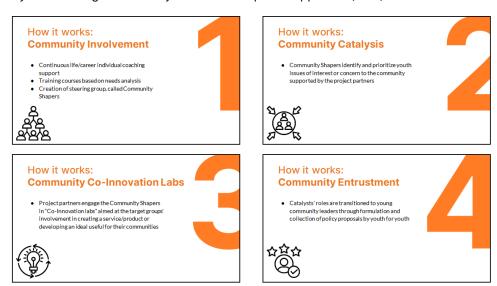
1. INTRODUCTION

The StayOn project aims to create opportunities, benefits, services, and jobs in rural areas for young people. Association ATIS is one of eight European partners involved in the project and this report measures and assesses their impact on integrating young adults, especially NEETs, into the labor market. The report is part of the project's "Impact management and research" work package and is managed by the European Center for Social Finance. The report describes the interventions, and the methodology used to conduct the evaluation, presents the results, and interprets them. It aims to provide credible evidence to inform decision-making among the project's partners.

2. INTERVENTIONS

The project StayOn foresees the implementation of a four-stage community-based development approach (CBD) in five European countries. The first stage is called "community involvement" and includes the implementation of continuous life/career individual coaching support and a series of training courses according to the local needs¹ aimed at developing soft and hard skills that are useful for personal development and facilitate entry to the labor market. This step includes creating a group of young local NEETs, the "community shapers", who are interested in the social and economic development of their community and will continue their StayOn path through the three following phases: "community catalysis", "community co-innovation labs", and "community entrustment", as shown in Figure 1.

Figure 1. StayOn four-stage community-based development approach (CBD)



2.1 Community involvement

Training courses. As of 30.09.2023, seven training courses were delivered and coordinated through Association ATIS. This is an Italian employment agency founded in 2003 in Palermo (Sicily) to promote career interventions aimed at at-risk young people.

¹ See the potentials assessment report for Italy available at: https://www.stay-on.eu/impact-compass/

Table 1 summarizes the primary information for all training courses in the context of the project StayOn.

Table 1. Summary of training courses

# TITLE		NUMBER OF ITERATIONS	NUMBER OF HOURS	MODULES ²
1 Digital	marketing	1	20	1. Introduction to Digital Marketing 2. Web 2.0 and social media management 3.: Creating effective advertising campaigns 4. Search Engine Optimization (SEO) 5. Content Marketing 6. Advanced Social Media Marketing 7. Conservation Marketing and e- commerce management
2 Rural h valorizand sustain develo	ation	3	~40	Grape cultivation and wine production Administrative and management aspects of the farm Accounting Customer and distributor relations Aromatic herbs cultivation. Herbal tea preparation herbal teas and their health benefits Wine pairing
	naking and reneurship	1	150	1. Introduction to tailoring and entrepreneurship 2. Analysis of tools and fabrics 3. Pattern making and placement of patterns on fabric 4. Fabric marking and size development 6. Machine cutting and sewing techniques 7. Embroidery techniques 8. Making children's clothing 9. Defect correction techniques and finishing continuation 10. Introduction to labor law 11. European labor law directives and labor union law 12. PC use, file management, and software installation 13. Creating presentations with Power Point 14. Spreadsheet use and data management 15. Clothing item packaging and finishing
	raphy, post- tion and images riting	2	~26	1. Introduction to Photography 2. Building Sets for Photography 3. Post-Production in Photography 4. Legal Aspects of Image Distribution 5. Fiction and Documentary in Photography
5 Craftin	g wooden boats	1	30	Introduction to boat construction

-

² The modules and the associated number of hours were adjusted from one iteration to the next, based on the specific requirements of the participants.

				 Techniques of sailboat and rowboat construction Maintenance and repair of boats Safety at sea Management of entrepreneurial activity
6	Pottery and creation of artworks	1	30	 Introduction to ceramics and materials Material preparation Modeling techniques Firing and finishing Final project
7	Learning Italian as a second language and helping in job placement	9	~50	Module 1: Introduction to Italian Language Module 2: Civics Education Module 3: English Language Module 4: Italian Literacy

Coaching: The main goal of the coaching in the context of StayOn is to support participants on their journey through the whole StayOn process:

- training, where they gain new skills and knowledge to improve their future career options; and also
- community shaping process, where they further explore their ideas for developing opportunities for youth in their communities.

The StayOn coaching process is aimed at developing a goal-oriented mindset with participants. The suggested methods to be used by coaches range from SMART goal methodology to dialogue groups. All sessions have a suggested outline to follow. However, these guidelines can be adjusted according to the coach's judgment to best use the process for the participants. The coach's role is to support the participants to make a change, learn something new and/or achieve their goals. The essence of coaching is not giving answers to participants but instead guiding them with curiosity and empathy to help them find answers on their own. Coaches in the StayOn project lead participants through the process of training and community involvement, help them identify their potential, and support them in overcoming obstacles to their empowerment.

Through the StayOn project, participants receive, on average, four individual coaching hours, mainly over a series of four sessions with the coach. Coaching sessions are divided into three main categories: I) introductory / starting session; II) implementation support / intermediate session; and III) follow-up/closing session. The coaches and coachees meet preferably in person, but some meetings also take place online. In order to create a relationship and create a more substantial impact, the coachees are encouraged to meet regularly and with a defined development goal, which also supports their training in the context of the StayOn project (or further). Coaches in the StayOn project participate in individual and group supervisions to help them better address the obstacles and opportunities of the coaching process. They help them be more flexible and open to opportunities in the process.

2.2 Community catalysis

ATIS has successfully implemented the community catalysis phase in Italy through a series of community-based workshops. These workshops, titled "Dialogues on Cities,"

were conducted on different days and facilitated by university professors, moderators, and professionals who were experts in the field. The workshops focused on three main themes: the political and social crisis in Western societies, the European city from a young Catania perspective, and the challenges of infrastructure in the South.

During these workshops, participants actively engaged in group discussions, brainstorming sessions, and various activities to identify and prioritize issues that were important to them. With the guidance of facilitators, the participants expressed their ideas and developed practical proposals for action. The topics explored during the workshops were wide-ranging and encompassed areas such as youth unemployment, access to education, and social exclusion.

The proposals generated by the participants were then presented to local policymakers and stakeholders, with the aim of influencing political decisions and garnering support for initiatives led by young people. This community catalysis phase proved effective in empowering young individuals in the region, providing them with a platform to voice their opinions and contribute to the development of their communities.

The workshops not only fostered dialogue and collaboration but also strengthened the relationship between young people and their communities. As a result of the project's success, a photography association was established, and its services were utilized to manage social media reporting during the opening of the Ateneo store. Additionally, some of the workshop participants were selected to work as photographers and content creators during Etnacomics 2023.

2.3 Community co-innovation labs

The Co-Innovation Labs organized by ATIS in Catania took place at the E.R.S.U "TOSCANO SCUDERI" residence, thanks to ATIS partner "La finestra Liberi di Scegliere-ETS." This location, known for hosting Erasmus students, served as a meeting place for students and non-students to engage in different activities.

Throughout the day, partners and teachers who had assisted us during the training organized a photography exhibition showcasing the works created by the trainees. Under the guidance of a photography teacher, they decided on the exhibition setup and theme (street photography). The participants of the digital marketing course documented the behind-the-scenes of the exhibition and the day, creating reels and photos for social media.

Additionally, participants from the "Rural heritage valorization and sustainable development" course set up a stall where they presented wines produced at "Monte Gorna," explaining their qualities. There were also herbal teas made by the company S.A.R.I using aromatic herbs collected and processed by the trainees.

The second part of the day focused on a discussion about the importance of organizing such events in the city and supporting new initiatives. University representatives, partners, and participants in the innovation labs participated. At the end of the meeting, the idea of establishing a photography association was proposed, supported by teachers and ATIS, to bring together participants from the photography and digital marketing courses. The association has already been involved in managing content creation during the official opening of the Ateneo store. Some of the trainees have also

secured opportunities to work as photographers and content creators during Etnacomics 2023, while others have joined communication agencies (FEC LAB).

Overall, the Co-Innovation Labs fostered collaboration and the sharing of ideas among various entities, including companies and institutions. The establishment of the photography association further demonstrates ATIS's commitment to promoting culture and innovation in the field of photography and digital.

Key details:

• Number of participants: 54 trainees and 90-110 visitors

• Duration: 14:00 (backstage start) - 20:30

• Type of event: Public meeting

• Facilitators: 9

 Result: Strengthened presence of Stay On in the area through the creation of a photography association, which was hired to manage social media reporting for the opening of the Ateneo store. Some trainees will also work as photographers and content creators during Etnacomics 2023.

2.4 Community entrustment

The community entrustment phase focused on providing practical training in project management and initiative promotion to equip the young leaders with the necessary skills for implementing policy proposals.

Workshops, training sessions, and ongoing dialogues with local political figures, including a youth policy councilor, were organized to develop the leaders' projects. The community empowerment phase aimed to actively involve the young leaders in the political and social life of their community. Two policy proposals emerged from the discussions: the creation of a public transport bonus system for young people and the improvement of the road and rail network.

The proposal to strengthen the road and rail network is particularly crucial in Sicily, where the existing Syracuse-Trapani railway route takes an excessively long time. Enhancing the transportation infrastructure is aimed at reducing isolation in underdeveloped communities and improving mobility for citizens, including better access to job and education opportunities.

The second policy proposal focuses on promoting Italian language training for foreigners and providing start-up training managed by local municipalities. This initiative aims to support newcomers in the community by helping them acquire the language and entrepreneurial skills necessary for integration and successful entrepreneurship.

In the community entrustment phase young leaders actively worked to implement these policy proposals and potentially others. Through their commitment, the local community is already benefiting from small yet positive initiatives that contribute to the well-being of young people and their families.

Key details:

Number of participants: 10

- Duration: Approximately 5-6 months (ongoing)
- Type of events: Round tables, workshops, training, coaching for implementation
- Facilitators: 3

Figure 2. Some pictures from the StayOn activities organized by ATIS









3. METHODS

3.1 Data collection

All participants in the interventions were asked to fill out the same questionnaire on the day the intervention started and the day it ended, as shown in Figure 3. We administered the survey to participants through an online questionnaire, which is available in full in the Appendix.

Figure 3. Data collection timeline



The questionnaire included the following groups of variables:

Demographics (*labor status, income, age, gender, belonging to a minority background*) were measured through multiple choice, checkboxes, and open-ended options (see questions 15-19).³

Social inclusion was measured by looking at:

- access to knowledge of resources in the community, see guestion 2;
- support from social networks, see questions 11-14 (Bernal et al., 2003);
- participation in labor markets, see questions 15-16.

Social benefits to rural areas were measured by looking at:

- common good, see questions 3-8 (Looman, 2006);
- participants' willingness to migrate, see questions 9-10.

3.2 Data analysis

As of 30.09.2023, ATIS involved 275 coachees and 354 trainees in the project. 182 beneficiaries completed pre/post-intervention questionnaires, and the data they provided was used for subsequent analysis. We first examined the distribution of differences between two sets of scores to analyze the pre-and post-test comparison. For all the variables analyzed, the differences between pre and post-test are not normally distributed; hence, a non-parametric test (Wilcoxon signed-rank test) was used to compare the two sets of scores from the same participants for all variables. Finally, to compare paired proportions related to participation in labor markets, a McNemar test was used to assess the significance of the pre- and post-intervention differences in the variables 'employment status' and 'income'.

4. FINDINGS

4.1 Descriptive statistics: demographic variables

Descriptive statistics of the pre- post-observations related to the sample of 182 participants are presented in Table 2. 103 (56.59%) people in the sample analyzed were women, 75 (41.21%) were men. Most participants (116 people, 63.74%) were between 20 and 24 years old. Four people did not reply to question about gender. 54 (29.67%) participants were between 25 and 29 years old and six (3.30%) were outside of both these age ranges. Six people did not reply to question about age.

87 people (47.80%) were self/employed or students at the start of the intervention, while 95 people (52.20%) were unemployed or inactive and constituted the remainder of the

³ The question inquiring about participants' belonging to a minority background was optional.

sample. These values changed after the interventions: 78 people (42.85%) were self/employed or students at the start of the intervention, while 104 people (57.15%) were unemployed or inactive. Prior to joining the project, 163 (89.56%) participants stated that their income was less than or equal to the national minimum wage, while only seven participants (3.85%) reported having an income that is more than the national minimum wage. After the interventions, 166 (91.21%) participants stated that their income was less than or equal to the national minimum wage and six (3.30%) said they earned more than the national minimum wage.

Finally, 18 people answered the question about minority backgrounds: one (0.55%) reported belonging to the group of people with disabilities, five (2.75%) to a sexual minority, eleven (6.04%) to a racial, ethnic, and linguistic minority and three (1.65%) to religious minority. Of the 18 respondents, two individuals identified as belonging to both the racial, ethnic, and linguistic minority and the religious minority. This overlap accounts for the sum exceeding the total number of 18 participants to 20.

Table 2. Descriptive statistics

Gender	n	%
Female	103	56.59
Male	75	41.21
Other	0	0.00
Total	178	98.80
Age	n	%
20-24	116	63.74
25-29	54	29.67
Other (30)	6	3.30
Total	176	96.71
Labor status (post values)	n	%
Employed, self-employed, enrolled in high school or university	78	42.85
Other	104	57.15
Total	182	100.00
Labor status (pre values)	n	%
Employed, self-employed, enrolled in high school or university	87	47.80
Other	95	52.20
Total	182	100.00
Income (post values)		
Less than or equal to the national minimum wage, i.e., EUR 740.25	166	91.21
More than the national minimum wage, i.e., EUR 740.25	6	3.30
Total	172	94.51
Income (pre values)	n	%
Less than or equal to the national minimum wage, i.e., EUR 740.25	163	89.56
More than the national minimum wage, i.e., EUR 740.25	7	3.85
Total	170	93.41
Minority background	n	%
People with disabilities	1	0.55
Sexual minority	5	2.75
Racial, ethnic, and linguistic minority	11	6.04
Religious minority group	3	1.65
Total	18	10.99

4.2 Outcomes: evaluation of social inclusion

As already pointed out, an analysis of the results indicated a non-normal distribution of scores for all of the variables under study. Therefore, the results are presented using both the mean and the median for each variable in Table 3.

Table 3. Percentage change, pre/post mean and median for outcome variables

Variables	Mean (Pre)	Mean (Post)	Mean % change	Median (Pre)	Median (Post)	Median % change
Access to knowledge of resources in the community	3.45		23.77% increase	3.00		33.33% increase
Support from social networks	3.85		17.66% increase	3.50		39.43 % increase

Regarding the variables *access* to knowledge of resources in the community, a Wilcoxon signed rank test showed a significant positive difference (Z= -5.023, p=<.001) between post- and pre-observation, as shown in Table 4. This means that participants were more likely to know where to get the career development resources, they needed in their community after the interventions.

Regarding *support* from social networks, a Wilcoxon signed rank test revealed that the difference (Z= -4.265, p=<.001) between post- and pre-observation was statistically significant, as shown in Table 4. This means that, after the interventions, participants felt they have been receiving more emotional, interpersonal and material support than before joining the project StayOn.

Table 4. Wilcoxon test statistics table for the variables access to knowledge of resources in the community and support from social networks

	Access to knowledge of resources in the community pre-test – Access to knowledge of resources in the community post-test	Social networks support pre-test – Social networks support post-test
Z	-5.023 ^b	-4.265 ^b
Asym p. Sig. (2- tailed)	<.001	<.001
a. Wilco	oxon Signed Ranks Test	
b. Base	d on negative ranks.	
c. Base	d on positive ranks.	

Regarding the variables meant to assess *participation* in labor markets, namely 'employment status' and 'income', we have seen in Table 2 that 87 people (47.80%) were self/employed or students at the start of the intervention, while 95 people (52.20%) were unemployed or inactive and constituted the remainder of the sample. After the interventions, 78 people (42.85%) were self/employed or students, while 104 people (57.15%) were unemployed or inactive. A McNemar's test determined that the

differences in the proportion of self/employed or students versus unemployed or inactive pre- and post-intervention were statistically significant, as reported in Table 5.

Table 5. McNemara test statistics for labor status

	Labor status pre & Labor status post
N	182
Exact Sig. (2-tailed)	.049b
a. McNemar Test	
b. Binomial distribution used.	

Regarding income, Table 2 reveals that prior to joining the project, 163 (89.56%) participants stated that their income was less than or equal to the national minimum wage, while only seven participants (3.85%) reported having an income that is more than the national minimum wage. After the interventions, 166 (91.21%) participants stated that their income was less than or equal to the national minimum wage and six (3.30%) said they earned more than the national minimum wage. A McNemar's test determined that the differences in the proportion of low- and high-earners pre- and post-intervention were not statistically significant, as reported in Table 6.

Table 6. McNemara test statistics for income

	Income pre & Income post
N	165
Exact Sig. (2 tailed)	1.000b
a. McNemar Test	
b. Binomial distribution used.	

4.3 Impact: evaluation of social benefits to rural areas

Table 7 below shows the mean and median for pre- and post-observations for the variables *common good* and *willingness to migrate*, together with the related percentage change.

Table 7. Percentage change, pre/post mean and median for impact variables

Variables	Mean (Pre)	Mean (Post)	Mean % change	Median (Pre)	Median (Post)	Mean % change
Common good	3.84	4.43	15.36% increase	3.33	4.50	35.14% increase
Willingness to migrate	4.10	3.53	13.90% decreas e	4.00	3.00	25.00% decrease

Regarding the variable *common good*, a Wilcoxon signed rank test revealed that the difference (Z=-4.170, p=<.001) between post- and pre-observation was statistically significant, as shown in Table 8. This means that after the interventions, participants had increased their contributions to the common good after joining the project.

Table 8. T-test statistics table for the variable common good

	Common good pre-test - Common good post-test
Z	-4.170°
Asymp. Sig. (2-tailed)	<.001
a. Wilcoxon Signed F	Ranks Test
b. Based on negative	e ranks.
c. Based on positive	ranks.

Regarding the variable *willingness to migrate*, a Wilcoxon signed rank test revealed that the difference (Z= -4.340, p=<.001) between post- and pre-observation was statistically significant, as shown in Table 9. This means that, after the interventions, participants were less willing to move elsewhere in Italy or abroad for employment reasons.

Table 9. Wilcoxon test statistics table for the variable willingness to migrate

	Willingness to migrate pre-test – Willingness to migrate post-test
Z	-4.340°
Asymp. Sig. (2-tailed)	<.001
a. Wilcoxon Signed F	Ranks Test
b. Based on negative	e ranks.
c. Based on positive	ranks.

5. DISCUSSION AND CONCLUSION

This report leaves a positive impression on the work that ATIS and the participants in their interventions have done throughout the implementation phase. Regarding demographic variables, the share of female participants (56.59%) gives evidence that the threshold required (50%) to ensure the project's target values are met is surpassed. As of 30.09.23 and according to the data collected, the proportion of participants not in employment nor education at the start of the interventions (52.20%) is under the threshold required (70%) to ensure the project's target values are met. Additionally, two individuals in the sample fell outside the age range that was the focus of the project.

Regarding outcomes, this impact assessment evaluation reveals that young adults who have benefited from ATIS' services from June 2022 to September 2023 were more likely to know where to *access* the career development resources, they needed in their community after the interventions (+23.77 mean % change). The changes reported in participants' perceived *support* from social networks (+17.66 mean % change) were statistically significant. The sample consists of students who previously lacked a strong support system, both at home and in their educational environment. As a result, they exhibited low levels of social network support prior to the interventions and thanks to the services offered by ATIS, they felt more supported, and they are now aware of where to access the career development resources they might need in the future.

There were no improvements in participation in the labor market through changes in participants' employment status and income. More specifically, the proportion of participants who were unemployed or inactive increased after the interventions and this

change was found to be statistically significant. There are a couple of reasons that could explain this observation. A significant portion of the participants in the initiative were students who had completed their studies during their participation in the project. As a result, many of them were unemployed or not engaged in any professional activities by the time they finished the interventions.

Nevertheless, the initiative prioritized students that were about to graduate and provided these individuals with an opportunity to acquire new skills, gain practical experience, and increase their employability in order to overcome the challenges they faced in the school-to-work transition. Additionally, it is important to consider the timing of the questionnaires. They were filled out immediately after the training and/or co-innovation labs, leaving insufficient time for the participants to secure employment. Some individuals might still be in the process of recruitment, while others might have entered unpaid placements as a transitional step toward gaining paid employment.

Regarding impact, this report shows that participants have increased their contributions to the *common good* by bringing more benefits to their community than before they joined the project StayOn, and they were less inclined to move elsewhere in Italy or abroad for employment reasons after the interventions. One potential reason for this could be that as a result of ATIS services, participants may have become aware of job or educational opportunities locally. This awareness of previously missed local opportunities could reduce the need to relocate abroad.

The evaluation conducted has a few limitations. Firstly, the pre-test/post-test design impedes drawing rigorous causal inference between the project's activities and its results. Secondly, the lack of control groups also restricted the researchers' ability to control for other influential events. Although this type of design is often criticized for weakness in establishing a causal link between project activities and outcomes, the pre-test/post-test design is the most useful in demonstrating the immediate impact of short-term interventions (Monsen, 2018).

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APPENDIX

Questionnaire

Strongly disagree

In the context of the StayOn project, we are conducting research on the effectiveness of our services. The survey should only take 5 minutes, and your responses are completely anonymous.

Thank you for agreeing to take part in it. We really appreciate your input!

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m aware wh	ere to get	the ca	areer d	levelop	ment	resour	ces I r	need in my
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	1	2	3	4	5	6	7	
Strongly disag	ree							Strongly agr
alk to others Mark only	about wa	ys to i	mprov	e the c	ommu	ınity. *		
	1	2	3	4	5	6	7	Ctronol, com
Strongly disag		()	()	()	()	()	()	Strongly agr

) Strongly agree

	1	2	3	4	5	6	7	
Strongly disagree								Strongly agree
work with other	people	like m	e to h	elp the	comn	nunity	under	stand our needs.
						-		
Mark only on	e oval.							
	1	2	3	4	5	6	7	
Strongly disagree								Strongly agree
oung people are	impor	tant to	this c	ommuı	nity. *			
Mark only on	e oval.							
	1	2	3	4	5	6	7	
Strongly disagree								Strongly agree
here are many th	ninas I	can do	to he	In othe	ers in t	he cor	nmuni	tv *
nere are many ti	iiigs i	can ac	, to ric	ip otric	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	iic coi	mmam	cy.
Mark only on	e oval.							
	1	2	3	4	5	6	7	
Strongly disagree								Strongly agree
Please, answer ea	ach of	the fol	lowing	g quest	ions o	n a rat	ing sc	ale of 1-7, where
extremely unlikely	y' and	7 is 'ex	treme	ly likely	/ ['] ·			
	t vou	will mo	ve els	ewhere	e in yo	ur cou	ntry fo	or employment re
low likely is it tha	it you							

	Mark only or	ne oval.							
		1	2	3	4	5	6	7	
Extr	emely unlikely								Extremely likely
	answer each pected' and 7 How much profession	is 'mu advio	ch mor ce did	you r	expecter eceive	ed'. e in th	e last	mon	_
	etc.)								
	Mark only or	ne oval.							
	ch less than ected	1	2	3	4	5	6	7	Much more than expected
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12.	the last mo	onth? her gro	(e.g., ³ oups, e	profe		•		-	
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Muc	the last moders, other leaders, other less than	onth? her gro ne oval. 1 mater ession	(e.g., *oups, e	y profesetc.)	4 lid you	5 receiv	6 'e in th	7	religious Much more than expected

∔.	How satisfied are you with the support received?											
	Mark only one oval.											
	Much less than expected Much more than expected											
	Please answer the following questions:											
	Which of the following categories best describes your employment status? *											
	Mark only one oval. Employed, self-employed, enrolled in high-school or											
	university Other											
	16. What was your income last month? Mark only one oval.											
	Less than or equal to 780 €More than 780 €											
	How old are you? *											
	To which gender identity do you most identify? *											
	Mark only one oval.											
	Male											
	Female											
	Other											

19.	Do you belong to or identify with any of these minority groups?
	Tick all that apply.
	Racial, ethnical and linguistic minority group Religious minority Sexual minority group People with disabilities

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