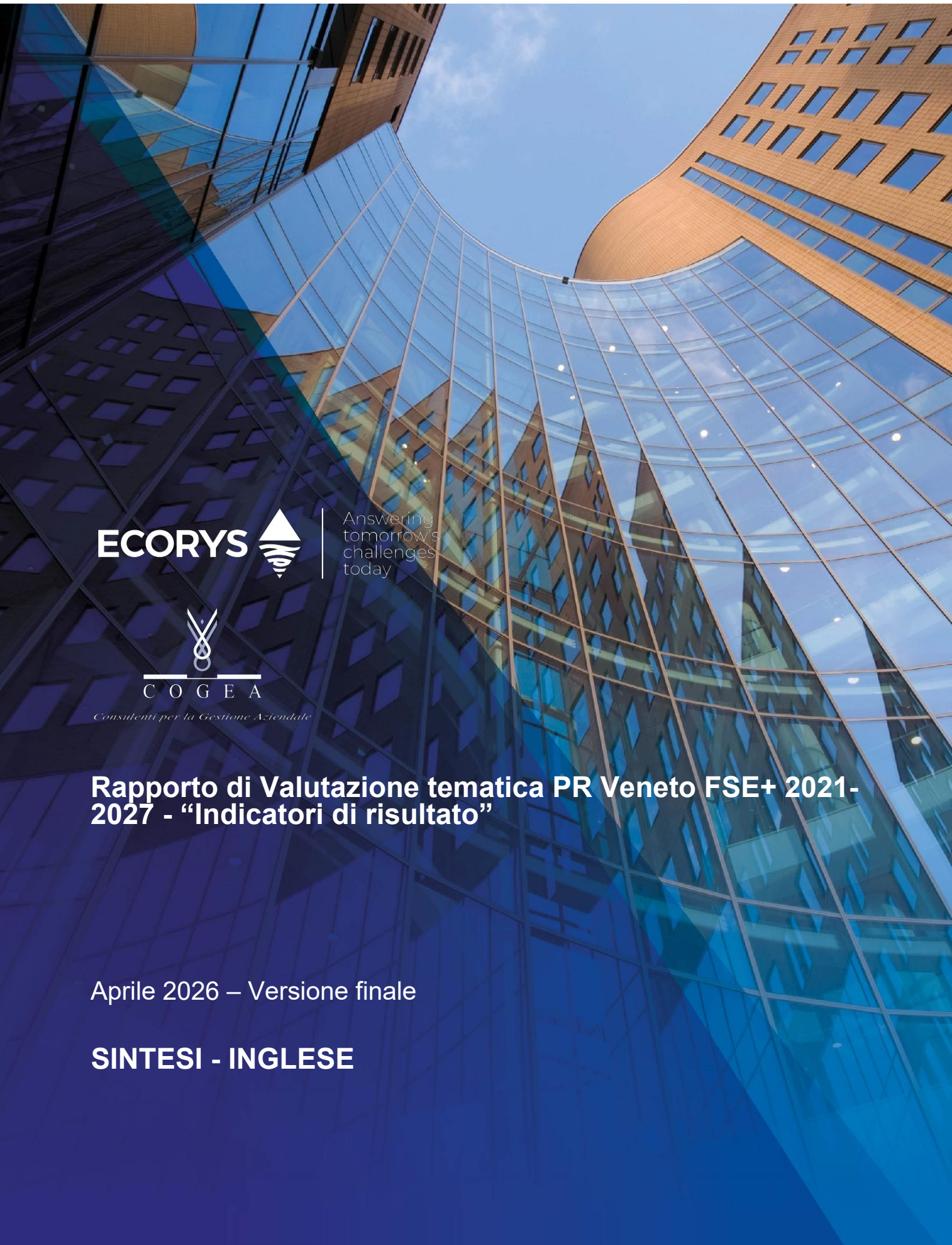


Rapporto di Valutazione tematica PR Veneto FSE+ 2021-2027 - “Indicatori di risultato”

Aprile 2026 – Versione finale

SINTESI - INGLESE

Executive summary (English)

This thematic evaluation report on the result indicators of the Veneto ESF+ Programme 2021–2027 is part of the activities envisaged by the Evaluation Plan, and it pursues a **dual objective**: to develop a specific and in-depth analysis of the system of result indicators and their capacity to adequately represent the effects produced by the Programme, and to examine the level of implementation of the ESF+ Programme in relation to result indicators and the final 2029 targets, as at December 2025.

The evaluation framework is mainly based on the **evaluation criterion of effectiveness** with regard to the first five evaluation questions (see table below), while for the sixth question, concerning the system of monitoring indicators, the guiding criterion is that of relevance/adequacy.

Evaluation questions	Relevant SO*
1. What are the employment effects of interventions aimed at activation and employability of the different groups of participants? How do employment results vary in relation to participants' characteristics and the measures implemented?	4.1 – 1.a 4.3 – 1.c 4.7 – 2.g 4.8 – 3.h
2. To what extent have the interventions implemented contributed to improving the situation of participants in the labour market?	4.4 – 1.d
3. What are the results of training interventions in relation to participation in education and training pathways and to the qualifications obtained by participants?	4.6 – 2.f 4.1 – 4.a
4. How have ESF+ interventions supported the taking charge of vulnerable users (persons with disabilities) and minors, and promoted their home care and permanence within the family?	4.11 – 3.k
5. What is the level of sustainability and operational continuity over time of the multidisciplinary teams financed by the ESF+ Programme?	4.12 – 3.l
6. Is the ESF+ Programme indicator system adequate and capable of providing a comprehensive picture of the possible results achieved by ESF+ interventions?	Cross-cutting

** specific objective where there is a target in 2029 on outcome indicators*

From a methodological perspective, the analysis is based on an **in-depth desk review**, complemented by **dialogue with the regional offices** of the ESF+ Managing Authority, in particular those responsible for monitoring, as well as with Veneto Lavoro, in order to clarify specific aspects of the functioning of the monitoring system and the collection of indicators.

In addition, **descriptive and inferential statistical analyses** were conducted on monitoring data matched with regional administrative data from Veneto Lavoro, enabling a robust reconstruction of participants' individual employment outcomes. This made it possible to quantitatively assess the effectiveness of the ESF+ interventions financed under the Programme.

In terms of implementation, updated data as of December 2025 highlight significant progress of the Programme as a whole. Eligible expenditure amounts to approximately EUR 652 million, corresponding to 63% of the total planned, while certified expenditure stands at 23%. Active projects total 3,184, and overall participation **exceeds 320,000 individuals**, of whom more than 123,000 have already completed their pathway.

These data point to a dynamic implementation framework, which has made it possible to initiate a structured evaluation of the set of outcome indicators selected by the Managing Authority and of the results achieved, despite significant differences across Specific Objectives (SO).

The outcome indicators of the ESF+ Veneto RP 2021-2027 and the final targets for 2029

SO	Indicator Code	Indicators	Final Targets (2029)
4.1 – 1.a	EECR05	Participants in employment, including self-employment, six months after leaving	41%
4.3 – 1.c	EECR05	Participants in employment, including self-employment, six months after leaving	41%
4.4 – 1.d	EECR06	Participants with an improved labour market situation six months after leaving	33%
4.6 – 2.f	EECR02	Participants in education or training upon leaving	85%
4.7 – 2.g	EECR05	Participants in employment, including self-employment, six months after leaving	41%
4.8 – 3.h	EECR05	Participants in employment, including self-employment, six months after leaving	27%
4.11 – 3.k	EEPR01	Percentage of participants with disabilities or non-self-sufficient taken in charge who continue to receive home care or still live independently 3 months after the end of the intervention	50%
	EEPR02	Percentage of minors for whom family coaching/networking interventions have been activated who remain in the family 6 months after the end of the intervention	70%
4.12 – 3.l	EEPR03	Percentage of multidisciplinary inter-service teams still active in the territory six months after the end of the intervention	50%
4.1 – 4.a	EECR03	Participants gaining a qualification upon leaving	68%

Analysis of the Result Indicators

The ESF+ Programme indicator system is broadly **consistent with the European guideline Toolbox and structured to cover the main dimensions of expected results**. It includes indicators relating to labour market entry and permanence, improvement of employment conditions, participation in VET courses, attainment of qualifications, and social inclusion.

Employment indicators and labour market integration dynamics

The analysis of employment indicators (such as EECR01, EECR04, EECR05) highlights how the active labour market policies financed by the Programme are overall consistent with the objectives of activation and integration into the labour market.

Within this system, the **EECR05** indicator, relating to the share of participants employed six months after the end of the intervention, assumes a crucial role in measuring the effectiveness of policies, in particular for SO 4.1 – 1.a and 4.8 – 3.h, and to a lesser extent for the SO 4.3 – 1.c and 4.7 – 2.g.

Quantitative analyses show significant employment effects on final recipients. In particular, **Work Experience, PASSI actions, Public Utility Works and Restoration training** are the measures that, so far, have contributed most to the positive outcomes recorded in the respective Specific Objectives.

In detail, SO 4.1 – 1.a records a six-month employment rate equal to **40%**, perfectly in line with the 2029 target (41%), while at twelve months after this value increases up to **54%**, signalling a positive progression in participants' employment trajectories.

Similar results emerge in SO 4.8 – 3.h, which reaches **24%** at six months after (target 27%) and **38%** at twelve months after, confirming the capacity of active inclusion interventions to transform into stable labour market integration in the mid-term.

In SO 4.3 – 1.c and SO 4.7 – 2.g, the interventions implemented show objectives that go beyond employability, and as of December 2025 six-month employment rates remain far from the targets set

at 41%: the values reached by indicator EECR05 are respectively **12% and 20%**, with however a non-negligible progression in 12 months (up to **36% and 33%**).

However, an **analysis of heterogeneity of the results** shows that the employment outcomes follow some recurring patterns:

- **Age.** Young people aged 20–29 are the best performing group, reaching, for example, at 12 months values equal to 56% in SO 4.1 – 1.a and 52% in SO 4.8 v 3.h. Participants aged 30–54 maintain high levels (about 55%–39% respectively in the two SOs), while the youngest (15–19 years) and those over 55 reach at more contained rates.
- **Education level.** The best results emerge among participants with secondary or tertiary level of education: for example, in SO 4.1, such groups record respectively 55% and 54% at 12 months. On the contrary, those with a primary education level show lower rate (50% in the same SO).
- **Gender** The differences are different across the SOs: in SO 4.1 – 1.a, no relevant gaps are observed (both at 54% at 12 months), while in other SOs (e.g. SO 4.3 – 1.c and 4.7 – 2.g) women show better performances than men. In SO 4.8 – 3.h, instead, it is men who record higher values in the short-term detections, while at 12 months after, the differences tend to reduce.
- **Citizenship.** Foreign citizens show a good entry into the labour market at six months after (for example, 39% in SO 4.1 – 1.a), although in twelve months their rates converge towards lower values compared to those realised by Italians (51% against 55%).
- **Initial employment status.** The unemployed are the large majority of the sample in the SOs oriented to employability (up to 99% in SO 4.1 – 1.a and to 80% in SO 4.8 – 3.h), and show decidedly higher rates compared to inactive persons, who start from very low values but they have been protagonists of progressive improvements in the period of 12 months (for example, from 10% to 24% in SO 4.1 – 1.a).

Improvement of the labour condition

The **EECR06** indicator, aimed at measuring the improvement of the labour condition of employed participants, especially for SO 4.4 – 1.d, represents an element of relevance, as it introduces a qualitative dimension in the evaluation of the outcomes.

However, **its application is currently limited** by the availability of partial information and by the difficulty of detecting aspects suggested by the European guidelines, such as contractual stability, wage level and quality of work. Therefore, the low values observed from the analyses (0%–1%) should be interpreted as a significant criticality that emerged in the monitoring activity and, therefore, as **a methodological limitation to be corrected** and not as the absence of effects of the interventions.

Results of the Vocational Education and Training activities

At the moment, the measurement of the **EECR02** indicator (participants in education or training upon leaving) **is still incomplete**, as it depends on data sources that do not allow for systematic detection of transitions. Consequently, the current values do not faithfully represent the effective number of participants who have continued educational pathways after the ESF action; thus, this point represents a **relevant methodological criticality to be monitored and, if needed, corrected** in the system of indicators as regards **SO 4.6** – 2.f.

On the other hand, the **EECR03** indicator, relating to the attainment of qualifications at the end of the intervention, appears strong and solid. In particular, as regards **SO 4.1** – 4.a **(youth priority)**, the rate reached is equal to **91%** and largely exceeds the target fixed at 68%, while it is on average equal to 90% for the three SO 4.1 – 1.a., 4.1 – 4.a, and 4.6 – 2.f, thanks to the effectiveness detected of the measures of **Vocational Education and Training** and those of the **professional qualifications**.

Social inclusion and results for vulnerable targets

As regards the specific indicators of social inclusion (such as **EEPR01, EEPR02, EEPR03**), the analysis highlights a level of criticality because the **interventions** addressing to the most vulnerable targets **have not yet reached a phase of maturation**, which allows for a valorisation of the results. **This reflects the experimental and long-term nature of innovative social inclusion policies**, which require longer timeframes to produce observable and measurable effects.

Analysis of the validity of the system of indicators

The transversal analysis of the **validity of the system of indicators** highlights how the system adopted is **adequate and coherent** with the objectives of the Programme; **the relevance** of the indicators with respect to the reference targets **appears high**, as well as the quality of the information sources used. The system guarantees a good measurement of quantitative outcomes, and it is based on solid and integrated databases, especially as regards the indicators linked to employment details (EECR05), to the attainment of qualifications (EECR03) and to the specific indicators of social inclusion (EEPR01–03).

However, some **improvable elements** emerge as follows:

- **EECR06**: the current measurement is too restricted and does not fully capture the complexity of the concept of "improvement of the labour situation".
- **EECR02:** the data sources do not allow for the correct detection of participation in training pathways after the interventions.
- **SO 4.3 – 1.c and SO 4.7 – 2.g**: in these specific objectives, the employment indicators do not fully return the logic of the interventions: in fact, they include components of empowerment, awareness-raising or development of competences not immediately translatable into the mere employment outcomes.

Conclusions and Recommendations

Therefore, the system of indicators proves to be overall **adequate and effective in measuring the results of the ESF+ interventions** but requires evolution to improve the ability to represent the complexity of the effects generated, summarised in the recommendations listed below.

Recommendations relating to the system of indicators

Outcome Indicators of the ESF+ PR	Recommendations on possible changes to the indicator system (more substantial changes in bold)
EECR05 – SO 4.1 – 1.a and SO 4.8 – 3.h	✓ It would be more appropriate to use the indicator EECO02+EECO04 as the output indicator of SO 4.1 and SO 4.8 on which to define the target. Such a definition would be more coherent and aligned with both the modality of calculation of the employed people at six months after made by Veneto Lavoro, and the indications contained in the common toolbox of the European Commission. ✓ For SO 4.8, in consideration of the distance from the labour market of the targets reached with this SO, in the evaluation phase, the indicator EECR05 should be integrated by further indicators capable of capturing improvements in terms of employability, which go beyond employment (e.g. empowerment, activation, etc.).
EECR05 – SO 4.3 – 1.c and SO 4.7 – 2.g	✓ To enhance the consistency of the link between outcome indicator (EECR05) and output indicator (EECO01), it could be considered EECO02+EECO04 as output indicator with the target.

Outcome Indicators of the ESF+ PR	Recommendations on possible changes to the indicator system (more substantial changes in bold)
	✓ Given that the SOs have also financed interventions not strictly focused on entering the labour market, a revision of the target for the indicator EECR05 is to be considered.
EECR06 – SO 4.4 – 1.d	✓ **The modality of measurement of the indicator EECR06 should be revised, for example, through an *ad-hoc* survey among the employees who have participated in the interventions of SO 4.4**. A draft questionnaire for a possible survey is included in the annex. The survey can gather data on the different dimensions considered in the European guidelines and gain further useful information for monitoring and evaluation on additional elements that may be impacted by lifelong learning.
EECR02 – SO 4.6 – 2.f	✓ **The EECR02 indicator requires ongoing monitoring**. After the decommissioning of the ARS data source, the newly implemented databases (ANIS and ANIST) are not yet able to fully ensure reliable measurement of the indicator. Actions are therefore underway to address the technical constraints in the short term. ✓ **As an alternative, the indicator EECR02 should be replaced.** One of the most common indicators that could be adopted is EECR03 "Participants gaining a qualification upon leaving". This would also be consistent with the current output indicator on which the target has been set (EECO06+EECO07).
EEPR01 – SO 4.11 – 3.k	✓ To strengthen the consistency between the specific outcome indicator (EEPR01) and its output indicator (EEPO01), it could be proper to restrict the calculation of the latter to participants with disabilities or non-self-sufficient individuals receiving home-based care services, and consequently excluding beneficiaries residing in residential long-term care facilities (RSAs).



Ecorys Italy
Viale Castrense 8
00182 Roma
Italia

E italy@ecorys.com
W www.ecorys.com

COGEA S.r.l
Via Po 102
00198 Roma
Italia

W www.cogea.it