

STREAM 3 – DETERMINANTS OF EFFECTIVENESS OF ALMPS

Validation of the analytical framework
Workshop,
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Łukasz Sienkiewicz & Katarzyna Stankiewicz,
Gdańsk University of Technology



Session aim



This session will discuss the framework's proposed determinants of ALMP effectiveness, focusing on the conditions that make interventions more or less successful in addressing skills mismatch.

Participants will be invited to assess whether the determinants are comprehensive and analytically robust, and how they can best guide evaluation and policy design.



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WP1 overview



Objective 1: Understanding complexity of labour market policy effectiveness by evidence-base gathering and analysis: a focus on ALMP for effective matching



Task 1.1: Definitions of ALMPs and skills matching

Task 1.2: Identification of key trends and factors affecting labour market and skills developments and mismatches

Task 1.3: Identification of key determinants for effective ALMPs for skills matching in a changing context (Meta-evaluation)

Task 1.4: Design of the analytical framework (modelling)

Task 1.5: Validation of the analytical framework



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Task 1.3: Identification of key determinants for effective ALMPs for skills matching in a changing context



Scope of analysis

Methodological approach

Individual
(national/ per
practice) ALMPs
evaluation studies



Existing meta-
analyses of
ALMPs
effectiveness

Existing
systematic
literature
reviews

Gathering of
literature

Pre-selection
(quality check)

In-depth analysis

Synthesis /
findings



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Analysis of studies for ALMPs determinants



A total of **320 documents** selected for analysis, including:

- 202 individual ALMPs studies, organised into four timescales (1990-1999; 2000-2009; 2010-2019; 2020-2025) – finally 147 covered after quality checks
- 24 meta-analyses and systematic literature reviews (18 selected after quality checks),
- 53 documents in AI in PES / skills and jobs matching.



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Model of determinants of ALMPs effectiveness



This category refers to the structural and systemic environment in which ALMPs are designed, financed, and implemented, including macroeconomic indicators, regulatory settings, and institutional capabilities.

4. Contextual and institutional conditions

1. Programme design and implementation

This category refers to both the structural features of ALMPs (type, duration, targeting, integration) and the quality and consistency of their operational delivery (participation, service intensity, responsiveness).

This category covers the methods used to assess ALMP effectiveness, the inclusion of relevant outcomes and unintended effects, and the extent to which evaluation results inform ongoing policy development and system learning.

3. Evaluation and policy feedback

2. Target group characteristics

This category encompasses the socio-demographic, educational, health, and labour market attributes of individuals eligible for or enrolled in ALMPs.



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1. Programme design and implemetation



Key determinants:

- **Type of ALMP:** Job search assistance, training measures, employment subsidies, start-up support, direct job creation.
- **Mode of delivery:** "Work-first" (rapid labour market entry) vs. "skills-first" (upskilling before placement); individualised vs. group-based support.
- **Programme intensity and duration:** Number of hours, contact frequency, and total programme length.
- **Targeting mechanisms:** Use of profiling, selective vs. universal access, AI-assisted segmentation.
- **Employer involvement:** Public-private partnerships, wage subsidies, firm-based training schemes.
- **Service integration:** Case management linking to social, health, or childcare services; mental health support.
- **Skill acquisition and recognition:** Formal certification, soft skill development, labour market relevance.
- **Participation and completion rates:** Accessibility, retention, and programme attrition.
- **Service quality:** Staff capacity, counsellor caseloads, responsiveness to individual needs.
- **Behavioural incentives:** Job search monitoring, activation contracts, motivational interviews.
- **Unemployment benefit structure:** Generosity, tapering rules, eligibility alignment with ALMPs.
- **Conditionality and sanctions:** Participation obligations, enforcement, proportionality.



2. Target groups characteristics



Key determinants:

- **Age:** Youth require longer engagement and career exploration; older workers may need reskilling or flexible work options.
- **Gender:** Women tend to benefit more from supportive, personalised ALMPs but face childcare and sectoral barriers.
- **Labour market status:** Long-term unemployed, NEETs, recently laid-off, inactive individuals have different trajectories and support needs.
- **Education and skills level:** Low-skilled individuals benefit from foundational training; higher-skilled may require advanced or sector-specific skills.
- **Migration or minority background:** Language barriers, cultural unfamiliarity, and discrimination shape programme access and outcomes.
- **Health status / disability:** Need for adapted delivery, accessible infrastructure, and support services.
- **Motivation and activation level:** Readiness to engage with labour market and programme demands.
- **Other vulnerabilities:** Single parents, ex-offenders, care leavers, individuals facing housing instability.
- **Subgroup disaggregation and matching:** Disaggregating populations by gender, age, education, vulnerability allows for precision targeting and tailored programme design.



3. Evaluation and policy feedback



Key determinants:

- **Evaluation methods:** RCTs, quasi-experiments (PSM, DiD, IV, RDD), synthetic control, qualitative comparative analysis.
- **Robustness checks:** Sensitivity testing, balance diagnostics, external validity assessments.
- **Clarity of outcome indicators:** Employment entry, retention, wage effects, occupational mobility, skills acquisition, job quality.
- **Temporal scope:** Short-, medium-, and long-term follow-up for sustainable impact.
- **Tracking of negative effects:** Displacement, deadweight, substitution, creaming, stigmatisation, carousel effects.
- **Transparency and dissemination:** Public access to results and underlying data improves accountability.
- **Feedback mechanisms:** Institutionalised learning processes to revise, adapt, and scale ALMPs based on evidence.



4. Contextual and institutional conditions



Key determinants:

- **Level of economic development:** National or regional GDP, fiscal space for social investment.
- **Labour market demand:** Sectoral dynamics, job vacancy levels, green/digital transitions.
- **Employment protection legislation (EPL):** Degree of labour market rigidity; influences hiring incentives.
- **Institutional capacity:** Capability of PES, staffing, digital systems, service innovation.
- **Administrative complexity:** Application processes, red tape, user interface of service portals.
- **Geographical accessibility:** Urban vs. rural disparities in coverage and service reach.
- **Digital infrastructure:** Use of AI in profiling, matching tools, e-learning, virtual counselling.
- **Governance and coordination:** Inter-agency collaboration, decentralisation, role of local actors and social partners.
- **Employer engagement ecosystem:** Quality and trust in employer-PES relationships.
- **Public investment in ALMPs:** Budgetary allocation, funding stability, strategic prioritisation.



Key questions for reflection



Are the determinants of ALMP effectiveness identified in the framework sufficient to explain why outcomes differ across policies?



Which factors and dimensions could help to better capture variations in effectiveness across policy designs, target groups, and institutional settings?



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- definition and indicators of effectiveness
- take into consideration the temporal structure of outcomes, distinguishing between final and intermediate results + Theory of Change (ToC)
- stackability of partial qualifications achievements: qualification framework (5–7 steps) – microcredential
- what are the interactions between the four parts of the analytical model
- trends and changes in the labour market, including anticipated future needs and demands
- consider groups with limited or no opportunities/capacities for reskilling and upskilling
- enhancing the link between labour market research and policy-making + cooperation and information exchange of existing tools and policies



Key questions for reflection...



Are the determinants of ALMP effectiveness identified in the framework sufficient to explain why outcomes differ across policies?

Which factors and dimensions could help to better capture variations in effectiveness across policy designs, target groups, and institutional settings?

Thank you!

Scan for more:



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