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The Youth Guarantee and Youth Employment Initiative three years on

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Annex A: Main features of Youth Guarantee schemes¹

	Target group	Time limit for providing offer	Coordinating authority	Registration with	Online registration	YEI allocation (EUR million)
Austria	Under 25	As soon as possible	Ministry of Labour, Social Affairs and Consumer Protection	PES	Yes	-
Belgium	Under 25	Up to six months (depending on region)	Regional PES	PES	Yes	42.44
Bulgaria	Under 30	Four months	Ministry of Labour and Social Policy	PES	No	55.19
Croatia	Under 30	Four months	Ministry of Labour and Pension System	PES Centres for Lifelong Career Guidance	No	66.18
Cyprus	Under 25	Four months	Ministry of Labour and Social Insurance	PES	No	11.57
Czech Republic	Under 25	Four months	Ministry of Labour and Social Affairs	PES	No	13.60
Denmark	Under 30	Less than four months (depending on target group and support)	Ministry of Employment	PES	Yes	-
Estonia	Under 30	Four months	Ministry of Social Affairs	PES Open Youth Centres	Yes	-
Finland	Under 25 (+ recent graduates under 30)	Three months	Ministry of Education and Culture	PES One-stop-shops (youth centres)	Yes	-
France	Under 25	Four months	General Delegation for Employment and Vocational Training	PES Local mission	No	310.16
Germany	Under 25	Four months	Federal Ministry for Labour and Social Affairs	PES	Yes	-
Greece	Under 25	Four months	Ministry of Labour	PES	Yes	171.52
Hungary	Under 25	Four months (since 2016)	Ministry for National Economy	PES	No	49.77
Ireland	Under 25	Four months	Department of Social Protection	PES	Yes	68.14
Italy	Under 30	Four	Ministry of Labour	YG online platform	Yes (YG)	567.51

¹ source Member States reporting, 2016

		months	and Social Policy	PES	platform)	
Latvia	Under 30	Four months	Ministry of Welfare Ministry of Education and Science	PES State Education development agency Agency for International Programmes for Youth	No	29.01
Lithuania	Under 30	Four months	Ministry of Social Security and Labour	PES	Yes	31.78
Luxembourg	Under 25	Four months	Ministry of Labour, Employment and the Social and Solidarity Economy	PES, the National Youth Service, and the Local Action for Youth.	No	-
Malta	Under 25	Four months	Ministry of Education and Employment	Dedicated info point at Ministry for Education and Employment	No	-
Poland	Under 30	Four months	Ministry of Family, Labour and Social Policy	PES Voluntary labour Corps	Yes	252.44
Portugal	Under 30	Four months	PES	YG online platform PES	Yes (YG platform)	160.77
Romania	Under 25	Four months	Ministry of Labour, Family, Social Protection and Elderly	PES YG Centres	No	105.99
Slovakia	Under 30	Four months	Central Office of Labour, Social Affairs and Family	PES	No	72.17
Slovenia	Under 30	Four months	Ministry of Labour, Family, Social Affairs and Equal Opportunities	PES	Yes	9.21
Spain	Under 30	Four months	Ministry of Employment and Social Security	YG on line platform PES, regions, Chambers, Youth Organisations	Yes (YG platform)	943.50
Sweden	Under 25	90 days	Ministry of Employment	PES	Yes	44.16
The Netherlands	Under 27	Less than four months (depending on target group and support)	Ministry of Social Affairs and Employment and the Ministry of Education, Culture and Science	Municipalities PES Education providers	Yes	-
UK	Under 25	Less than four months (depending on target group and support)	Department for Work and Pensions	PES Education providers	Yes	206.10

Annex B: Country Fiches

Explanatory notes on Youth Guarantee monitoring data

What do the indicators mean?

Coverage: the indicator shows the extent to which the YG scheme achieves the objective of providing support to all young people not in employment, education or training. It is calculated from the average number of young people registered in the YG scheme (and not yet having taken up an offer) at any point during the year as a proportion of the NEET population in the country.

Implementation: the indicator shows the extent to which the YG scheme manages to deliver an offer of employment, continued education, an apprenticeship or a traineeship within the target period of 4 months set out in the Council Recommendation. It is calculated from the number of young people leaving the YG to take up an offer within four months of joining as a proportion of all those leaving the scheme in the year.

Outcomes: the indicator aims to show the extent to which the YG scheme delivers sustainable outcomes for young people. It is calculated from the number of young people that left the scheme in the year and are in a positive situation (employment, education or training) 6, 12 or 18 months afterwards as a proportion of all those leaving during the year. Note that some countries lack the capacity to comprehensively track the situation of young people after leaving the YG scheme so that the situation of a significant proportion of leavers may be unknown at the relevant observation point. The indicator result may therefore be understated compared to reality.

*All data presented under "Youth Guarantee delivery" refer to the age group 15-24. Several Member States (Bulgaria, Croatia, Denmark, Estonia, Italy, Latvia, Lithuania, Poland, Portugal, Poland, Portugal, Slovenia and Spain) have extended the Youth Guarantee to young people under 30, and the Netherlands up to 27, but the data presented here cover only those aged under 25.

*A young person leaves (or exits) a YG scheme either on take-up of an offer or when they are deregistered for some other reason (e.g. non availability to take up an offer) before taking up an offer.

*Take-up of an offer occurs when a young person actually starts an offer that they have previously received and accepted — i.e. starts employment, continued education, an apprenticeship or a traineeship.

*Positive situation is being either in employment, education, a traineeship or an apprenticeship.

*Results for "coverage" are affected by the state of implementation of YG schemes in each Member State, particularly in the first year after launch, and by the coverage of the data (see country-specific footnotes). The coverage indicator defined in the Indicator Framework for Monitoring the Youth Guarantee measures the average annual stock of young people in the YG preparatory phase as a proportion of the NEET population (annual average) in the country. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an indication of the proportion of NEETs registered in the YG scheme.

*Results for "implementation" refer to young people leaving the YG to take up an offer within four months of joining. In practice, some of the young people that took up an offer after more than four months will have received a confirmed offer of work, education, an apprenticeship or a traineeship earlier but were unable to take it up within the four month monitoring point because the offer started only at a later date. Therefore, results for implementation are likely to underestimate the number of young people treated within the four month target. At the same time, this approach avoids the risk of counting offers received, and possibly accepted, by the young person but not actually taken up (i.e. not started). In addition, results may be affected by the proportion of leavers for which the destination on exit is unknown as some of this group could be in a positive situation.

*Results for "outcomes" are likely to be understated because in some Member States the situation of a significant proportion of leavers is unknown 6, 12 or 18 month after leaving the YG. Some of this group are likely to have been in a positive situation.

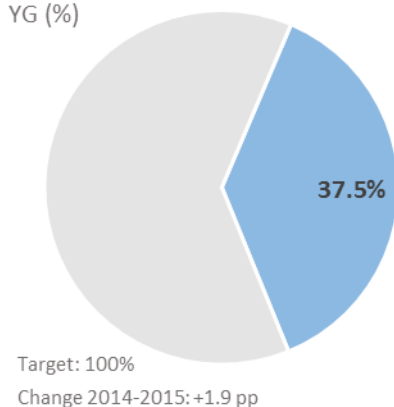
*YG implementation started in 2014 but later than January in the Czech Republic, Spain, Italy, Luxembourg, and Malta so that 2014 results do not cover the whole year. In Hungary implementation started only in January 2015 and there are no comparable data for 2014.

YG monitoring data – EU28

EU 28 - 2015

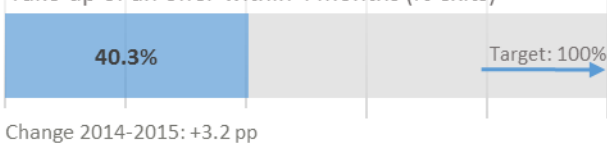
COVERAGE

Proportion of NEETs reached by the YG (%)



IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Aggregating the YG monitoring data across countries to produce an EU28 figure shows that, in 2015, YG schemes reached fewer than four in ten of all NEETs in the EU (37.5%), a slight improvement on 2014 (35.5%). The overall EU28 coverage rate is lower than the average of YG schemes across countries (41.9%)² because of low rates in three of the countries with the largest NEET populations (Italy, the UK and Spain). Just over four in ten (40.3%) of those leaving national YG schemes during 2015 took up an offer within 4 months of registration, with slightly fewer (35.5%) known to be in a positive situation 6 months after exit³. Again, both figures are below the average across countries because of the weighting impact of results in larger countries. In terms of outcomes (proportion of leavers taking up an offer within 4 months), the country average is 46.4% (compared to 40.3% for the EU28 aggregate) with the higher figure attributable to better results being concentrated in countries in which the YG covers relatively small numbers of NEETs. For follow-up (proportion of leavers in a positive situation 6 months later), the country average is 40.1%, with the lower aggregate figure (35.5%) heavily influenced by results in Poland, where the subsequent situation is unknown for nearly 70% of cases.

² Figures for the average of YG schemes across countries are unweighted averages of all available country figures. Figures for the EU28 (or in the case of follow-up data, "EU20" since only 20 Member States have provided follow-up data) are based on EU level aggregates that take into account all affected NEETs in all countries for which data are available. These are effectively weighted averages that can be significantly influenced by the situation in larger countries.

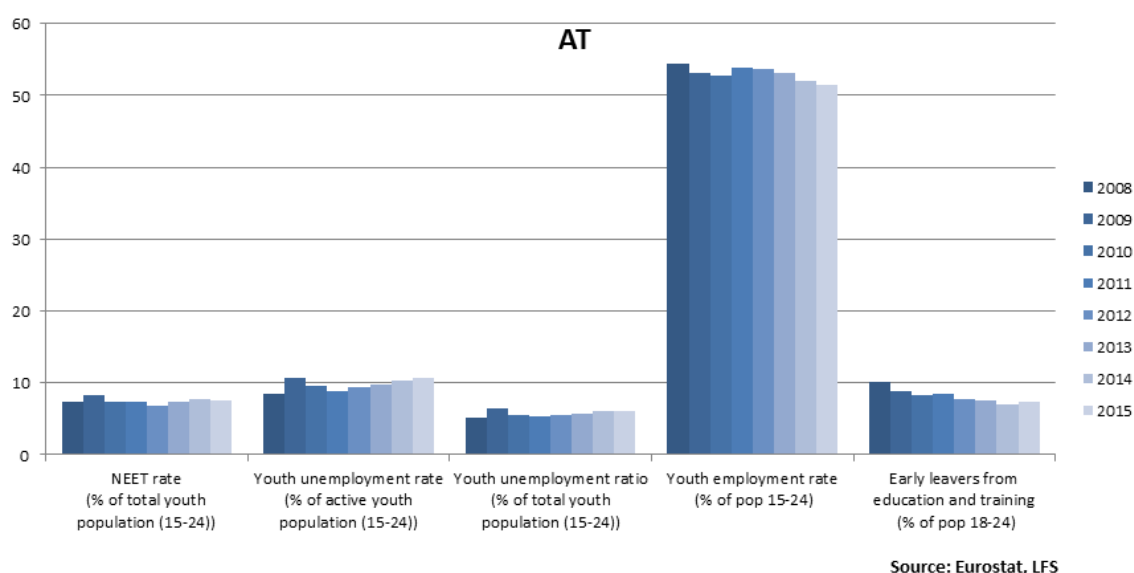
³ Calculated by aggregating data for the 20 Member States where follow-up data is available.

Country profile - AUSTRIA

Key achievements: Austria has made significant efforts towards establishing a comprehensive Youth Guarantee (YG) scheme by further developing targeted measures for youth, in the form of the establishment of a compulsory education or formation up to the age of 18 (EducationTraining till18), supra-company apprenticeship schemes, production schools and youth coaching.

Remaining challenges⁴: to improve outreach and support to disadvantaged young people including those with a migrant background; to tackle early school-leaving among foreign-born students in Austria, who remain three times more likely to leave school early than native-born students.

1. Main trends in the young people's labour market performance



2. Youth Guarantee delivery

Austria presented a Youth Guarantee Implementation Plan in March 2014, targeting young people under 25 years. Since 1998, national policies have progressively been implemented, extending the age limit and the nature of the national YG scheme. Implementation is coordinated by several ministries (Labour, Social Affairs and Consumer Protection; Education and Women; Families and Youth; Science, Research and the Economy) in conjunction with stakeholders. Young people can register online or in person through PES offices, either as unemployed or as an apprenticeship seeker. A website provides relevant information (<http://www.arbeitszimmer.cc/>).

Key reforms and measures to support the YG include: introducing a compulsory education or training (EducationTraining till 18) along with the establishment of coordination bodies and a reporting system to identify young people, who drop out from education; standardizing offers and providing nation-wide low-threshold offers for

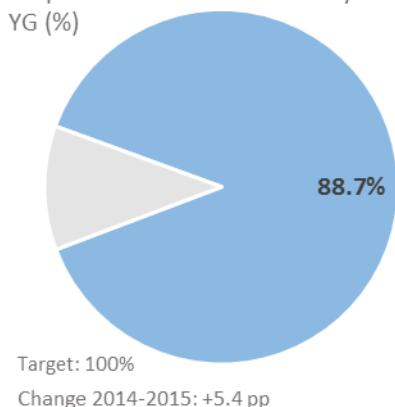
⁴ For more detail; see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3327>

disadvantaged youth (production schools); youth coaching with a strong focus on hard-to-reach as well as the training guarantee (supra-company apprenticeship – Überbetriebliche Lehrausbildung).

YG monitoring data 2015⁵

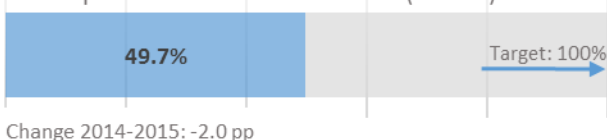
COVERAGE

Proportion of NEETs reached by the YG (%)



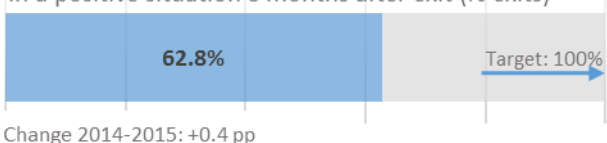
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Austrian YG scheme successfully reached 88.7% of all NEETs aged under 25, an improvement of 5 percentage points on 2014. Almost half (49.7%) of those leaving the YG in 2015 took up an offer within 4 months of registration, slightly down on the previous year (51.7%). Approaching two thirds (62.8%) of those leaving the scheme in 2015 were known to be in employment, education or training 6 months afterwards. Longer-term follow-up data for those leaving in 2014 show that outcomes are sustainable and even improve slightly as time progresses, with the proportion known to be in a positive situation rising from 62.4% after 6 months to 66.1% after 18 months.⁶

⁵ Results for “implementation” are likely to be understated because the destination on exit was unknown for 32.1% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

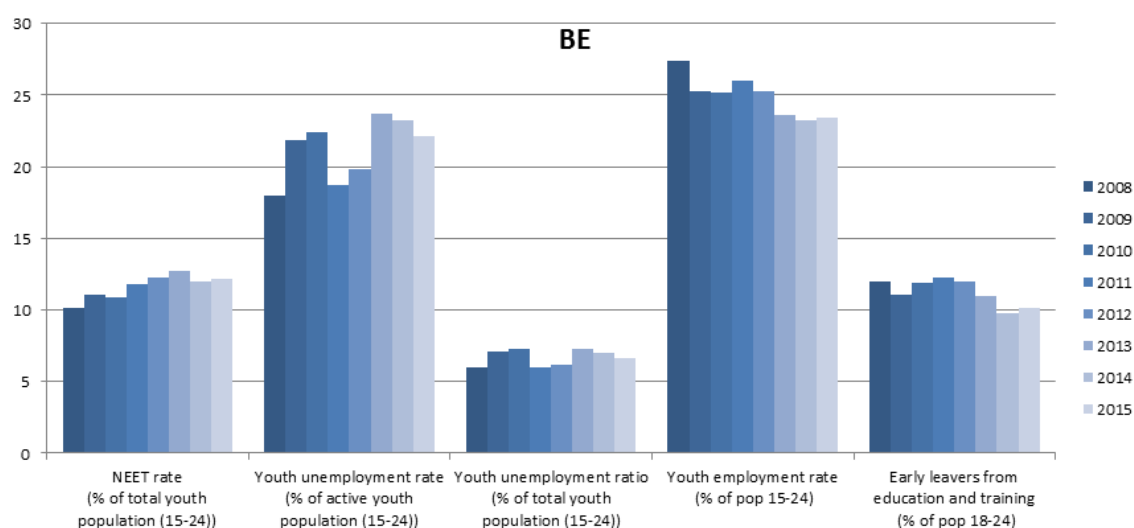
⁶ Positive situation is either in employment, education, traineeship or apprenticeship.

Country profile - BELGIUM

Key achievements: The Youth Guarantee (YG) has motivated a number of reforms aimed at reinforcing regional legislation on job-seeker support, apprenticeship and traineeships, combating early school leaving, and supporting school-to-work transitions especially among low-skilled youth (most notably by decreasing non-wage labour costs at the lower end of the pay). The inactivity of NEETs decreased more strongly relative to the decrease in inactivity of adults.

Remaining challenges⁷: Streamlining and improving coordination, synergies and reporting mechanisms between the entities involved in the implementation of the YG; improving knowledge of and access to the YG among young people and relevant stakeholders; improving outreach to non-registered NEETs; strengthening cooperation between the education sector and the PES; ensure sustainability of YEI actions following outreach measures.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Belgium presented a Youth Guarantee Implementation Plan in December 2013, updated in April 2014. The scheme targets young people under 25 years. Implementation is coordinated by the regional PES. In 3 regions, young people can register online via the regional PES website and at their local PES office. In the German-speaking community, young people may register by post, e-mail or in person with their local PES office.

Key measures developed in support of YG implementation include: the decrease of non-wage labour costs at the lower end of the pay scale to increase the employment prospects of low-skilled youth; measures to reinforce regional legislation on job-seeker support, apprenticeships and traineeships; ICT and language incentives; the strengthening of PES individualised support to youth; measures to combat early school leaving; a collaboration agreement between the Public Employment and Training Services and Alliance For

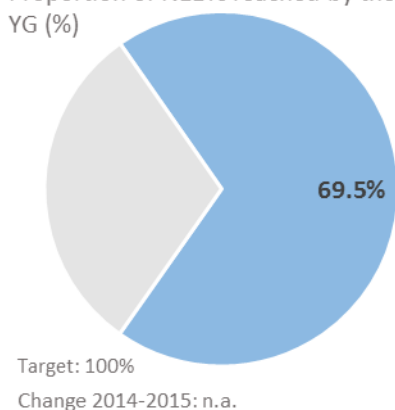
⁷ For more detail, see: <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3324>

Youth that foresees the creation of 1,900 internships and employment opportunities in 2016.

YG monitoring data 2015⁸

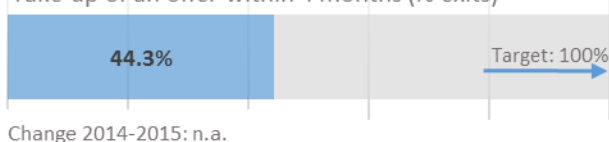
COVERAGE

Proportion of NEETs reached by the YG (%)



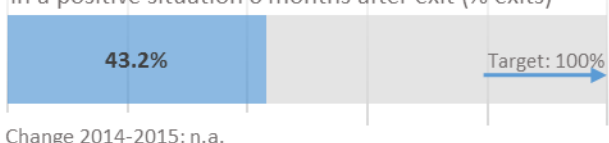
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



2015 is the first year for which monitoring data from the YG schemes implemented by each of the three regional PES have been available on a comparable basis. Results show that the schemes reached almost 70% of all NEETs aged under 25 in the country. More than four in ten (44.3%) of those leaving the YG in 2015 took up an offer within 4 months of registration and a similar proportion (43.2%) was in employment, education or training 6 months after leaving. Longer-term follow-up data showing the situation after 12 and 18 months are not yet available.⁹

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 42,435,070 matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions	26,919 (Wallonia) / 536 (Brussels)
Number of persons who completed a YEI operation	11,575 (Wallonia) / 46 (Brussels)
Number of persons in employment or education or training after end of the YEI support	9,836 (Wallonia) / 20 (Brussels)
Total public financial allocation to YEI operations approved for funding (euro)	EUR 73,376,724 (Wallonia) / EUR 17,613,318 (Brussels)

Eligible regions: Région de Bruxelles-Capitale, Prov. Hainaut, Prov. Liège.

⁸ Results for “implementation” are likely to be understated because the destination on exit was unknown for 22.5% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

⁹ Positive situation is either employment, education, traineeship or apprenticeship.

YEI programming: The YEI in Belgium is programmed as part of a priority axis within the "Programme Opérationnel FSE Wallonie-Bruxelles 2020.eu" and "Programme Opérationnel FSE Bruxelles Capitale 2014-2020".

Key actions envisaged for NEETs aged under 25: dual learning, internships for acquiring first professional experience, support to transition to work, job counselling, activation of early school leavers, validation of competences, traineeships and job offers.

Key types of actions currently supported by YEI:

- Personalised support, dual learning, trainings, socio-professional inclusion, action against early-school leaving, supported employment/1st professional experience, internships

Street art and urban renewal for the integration of young people

Promoted by the Public Centre for Social Action (CPAS) of Charleroi and funded under the Wallonia-Brussels OP, the project (Popul'ArtCité: street art et rénovation urbaine au rendez-vous de l'insertion des jeunes) involves a number of local actors and has been developed to reflect a multi-partner logic. The project targets young people aged 18 to 24 years, from specific neighbourhoods of Charleroi. Actions started in September 2015 and the measure will run during 2015-2018.

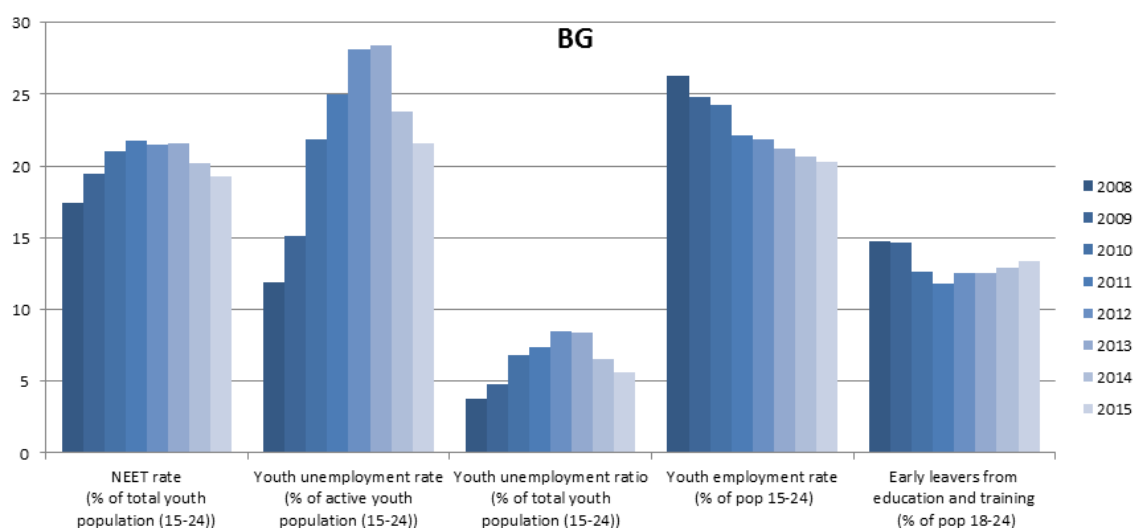
The total budget is EUR 1,275,670. The project promotes the establishment of an integrated system of career guidance, pre-qualification, qualification, employment and education support actions for young job-seekers. The development of collective actions in the field of urban art and revitalisation of neighbourhoods is conceived as a way to promote socio-professional integration approaches for youth. These activities involve the acquisition of skills related to jobs such as industrial painting, graphic and audio-visual arts as well as construction.

Country profile - BULGARIA

Key achievements: Implementing the Youth Guarantee (YG) has led to significant structural reforms in the provision of integrated support to young NEETs, which were underpinned by institutionalized partnerships among involved stakeholders. The YG scheme has also supported the reform of Bulgaria's national vocational education and training system. It supported the launch of a network of youth mediators at the municipal level to help identify, reach out to and activate non-registered inactive young people.

Remaining challenges¹⁰: to target the high share of inactive NEETs (at present almost three-quarters of young NEETs are inactive); to refocus the YG on the low-skilled, including the low-skilled Roma NEETs (at present most YG measures target young people with secondary or tertiary education); to make further efforts to promote a more holistic approach to activating young people most in need and better target and strengthen ALMPs; to improve the quality and labour market relevance of higher education; to improve the quality of YG/YEI offers; to invest in the sustainability of the YG scheme (many ESF-funded measures are of short duration).

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Bulgaria presented a Youth Guarantee Implementation Plan in December 2013, updated in May 2014, with another revision foreseen. The scheme started in 2014, targeting young people under 30. Implementation is coordinated by the Ministry of Labour and Social Policy. Young people can register through the Labour Offices (PES) that also host labour mediators working with unemployed young persons. The website <http://www.az.government.bg/pages/mladezhka-garanciya/> provides further information on the YG scheme and relevant contact points.

Key measures developed in support of YG implementation include: a reform of VET system, traineeships legal framework, measures against early school leaving, higher

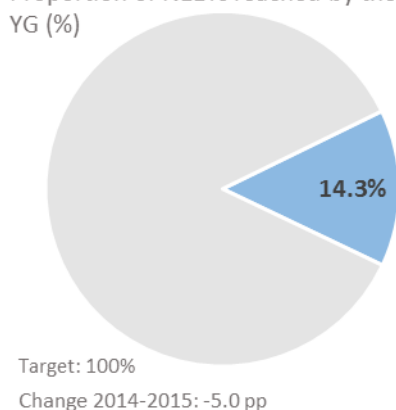
^{10 10} For more detail, see <http://ec.europa.eu/social/BlobServlet?docId=13631&langId=en>

education reform and local partnerships for enhancing outreach; the Youth Employment Scheme that aims to increase the competitiveness of young people through traineeship or on the job training; the network of youth mediators (unemployed youth with a higher education degree recruited by municipalities to reach out to non-registered youth); the launch of a National Framework Agreement for the realisation of the YGIP and in particular for strengthening YG partnerships.

YG monitoring data 2015

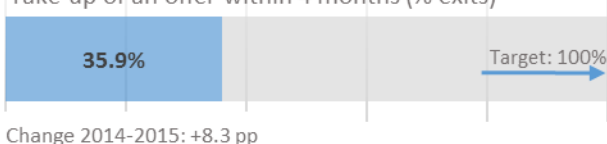
COVERAGE

Proportion of NEETs reached by the YG (%)



IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Bulgaria reached only 14.3% of NEETs aged under 25, a decline of 5 percentage points compared to 2014. Only just over a third (35.9%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, though this is an improvement compared to 2014 (27.6%). The difficulty to deliver timely offers is reflected in the fact that more than half (54.3%) of those in the scheme at any point during the year had been registered for more than 4 months, with half of these (27.3% of the total) registered for more than 12 months. Follow-up data show that less than a quarter (23.4%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, a slight improvement on 2014 (19.6%), though both figures are likely to be understated as the subsequent situation was unknown for the majority of leavers (74.6% in 2015 and 78.2% in 2014). Longer-term follow-up of those leaving in 2014 shows little change in positive outcomes after 12 or 18 months (18.5% and 18.8% respectively).

3. Youth Employment Initiative (YEI) Implementation

YEI allocation (euro): 55,188,745 matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions	20,738
Number of persons who completed a YEI operation	251
Number of persons in employment or education	107

or training after end of the YEI support	
Total public financial allocation to YEI operations approved for funding (euro)	EUR 83,641,888*

* The amount covers only the YEI part of the budget of the contracts concluded under three YEI operations. Together with the ESF part, the total amount of these operations is 90 800 084 Euro.

Eligible regions: 5 regions - Severozapaden, Severen tsentralen, Severoiztochen, Yugoiztochen, Yuzhen tsentralen

YEI programming: The YEI is a part of a priority axis in the Human Resources Development OP.

Key actions envisaged include: providing professional information, counselling services and psychological support; providing training upon registration as unemployed: motivational training, vocational training; key competences training and retraining; entrepreneurship training; providing opportunities for employment, including on-the-job training (apprenticeship); providing incentives to promote the geographical mobility for work purposes; promoting and encouraging the development and launch of own business and entrepreneurship; providing trainings in acquisition of entrepreneurial, managerial and business skills.

Key types of actions currently supported by YEI:

Some examples of supported measures are: direct support for high-quality traineeships and apprenticeships; provision of first job experience (placements for at least 6 months); start-up support for young entrepreneurs (mentoring and access to finance); quality vocational education and training.

“Training and employment of young people”, to support young people's labour market integration

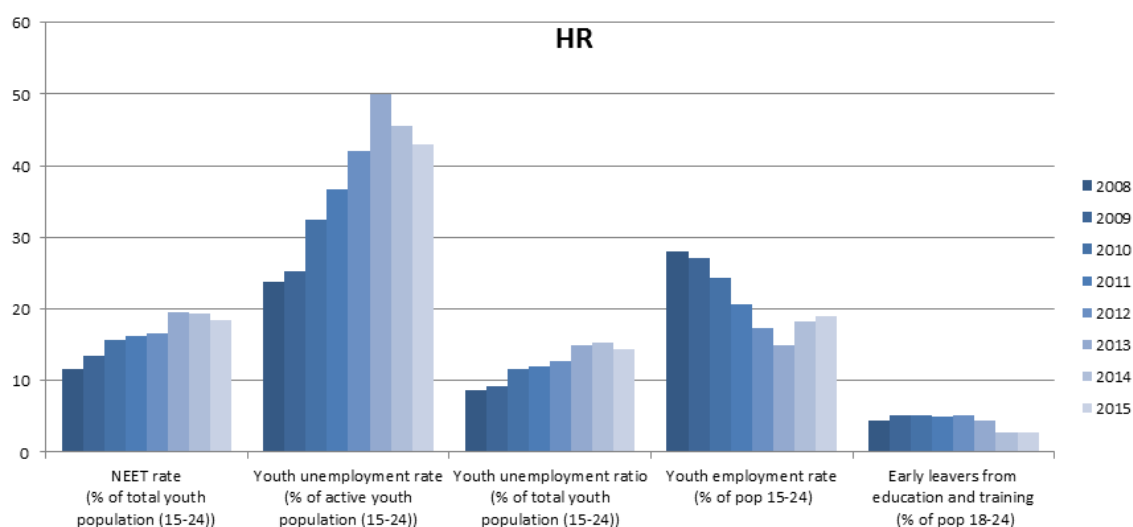
The aim of the project is the integration of unemployed young people up to the age of 29, registered in PES, through their inclusion in employment and training for the acquisition of professional qualifications and key competences in foreign languages and digital competence. The contracted amount is EUR 55,271,500. The project runs from mid December 2015 till the end of December 2018. It will support the transition from education to employment of unemployed youth through the acquisition of work experience and long-term employment opportunities. Young people will receive a first/new chance to enter employment, new or improved professional knowledge and skills acquired at work, as well as improved skills and professional qualifications in foreign languages and digital competence. 23,000 unemployed young people are targeted with this operation.

Country profile - CROATIA

Key achievements: Croatia's very high youth unemployment rate decreased strongly, compared to the adult population. A (relatively) high participation rate of NEETs in the Youth Guarantee (YG) scheme might have contributed to this. Implementing the YG has led to steps being taken to improve outreach to non-registered NEETs (including a NEET tracking system, dedicated Career Guidance Centres for outreach and activation) and policies have been launched to improve the labour market relevance of education (although implementation is still at its initial stages).

Remaining challenges¹¹: to improve the rate of placement of young people in work or training; to pursue efforts to strengthen the monitoring and evaluation of YG measures; to further invest in the capacity-building of and coordination among YG implementing bodies; to address delays in introducing measures for the promotion of education and skills; to improve the labour market relevance and quality of the education system (since shortcomings in the education system make the transition to the labour market more difficult). As regards both YG and YEI, need to significantly strengthen mechanisms for registering and monitoring NEETs, as well as improve outreach to low-skilled and low-qualified young persons NEET.

1. Main trends in young people's labour market performance¹²



Source: Eurostat, LFS

2. Youth Guarantee delivery

Croatia presented a Youth Guarantee Implementation Plan in December 2013, updated in 2014 and 2015, targeting young people under 30 years. Implementation is coordinated by the Ministry of Labour and Pension System, with involvement of the PES and the Council for the Development of the YGIP. Young people can register in person with the

¹¹ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3328>

¹² Break in series YER(2014), ESS (2015)

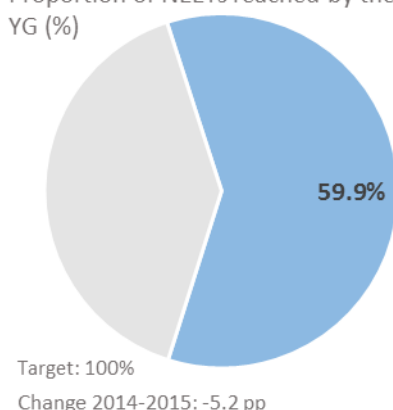
local PES. They can find detailed information about the YG in Croatia online via a dedicated website <http://www.gzm.hr/>.

Key measures developed in support of YG implementation include: a relief from mandatory contributions for 5 years when hiring young people on permanent contracts; measures funding work experience, strengthening the capacity of the PES; the establishment of a NEETs tracking system; Centres for Lifelong Career Guidance; curriculum and apprenticeships reform and promotion of work-based training; an ambitious reform of the Croatian qualifications framework of May 2014 which aims at aligning higher education and secondary VET outcomes with labour market needs, an awareness-raising campaign for the YG scheme.

YG monitoring data 2015¹³

COVERAGE

Proportion of NEETs reached by the YG (%)



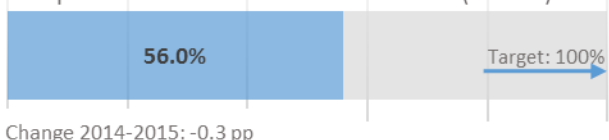
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Croatia reached almost 60% of NEETs aged under 25, a decrease of 5 percentage points compared to 2014 (65.1%). Just under a third (32.7%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, slightly less than in 2014 (34.6%). The difficulty to deliver timely offers is reflected in the fact that more than half (56.5%) of those in the scheme at any point during the year had been registered for more than 4 months and just under half of these (26.5% of the total) for more than 12 months. Follow-up data show that over half (56.0%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, almost the same as in 2014 (56.3%). Longer-term follow-up of those leaving in 2014 shows similar, albeit slightly higher, levels of positive outcomes after 12 or 18 months (60.2% and 58.8% respectively) and the 18 month figure is probably slightly understated as a small proportion (7.5%) had not reached the observation point at the time of data collection.¹⁴

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 66,177,144 matched by same amount from the ESF.

Key data:

¹³ Results for “implementation” are likely to be understated because the destination on exit was unknown for 29.0% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

¹⁴ Positive situation is either employment, education, traineeship or apprenticeship.

Number of persons in YEI-supported actions	5,364 (November 2015)
Number of persons who completed a YEI operation	1,059 (July 2016)
Number of persons in employment or education or training after end of the YEI support	1,074 (July 2016)
Total public financial allocation to YEI operations approved for funding (euro)	EUR 99,040,000 (EU and national)) (November 2015)

Eligible regions: the entire MS territory

YEI programming: YEI is implemented as a part of priority axis 1 "High employment and mobility" in the framework of the ESF Operational Programme 'Efficient Human Resources 2014-20'.

Key types of actions currently supported by YEI

Acquisition of professional experience at workplace; Youth education; Youth employment subsidies; Public works for youth; Youth self-employment support.

Active Employment Policy Measures for Young People

From November 2015 until December 2018, the project 'Implementation of active employment policy measures for young people', in the context of the YEI, have been implemented. The project has been implemented by the Croatian Employment Service (CES) and its value is around EUR 99 million. The project targets 21,000 young people. The measures such as public works, support of education, support for employment of young people, and ensuring a relevant professional experience are parts of this project.

Moreover, the project 'The implementation of active employment policy measures for long-term unemployed young people' has also been implemented by the CES from November 2015 until June 2018. The total project's value is around EUR 14.5 million and it aims targets 4,000 participants. Key measures proposed as part of this project include, professional training without commencing employment, support for employment, public works, and support for self-employment of long-term unemployed young people.

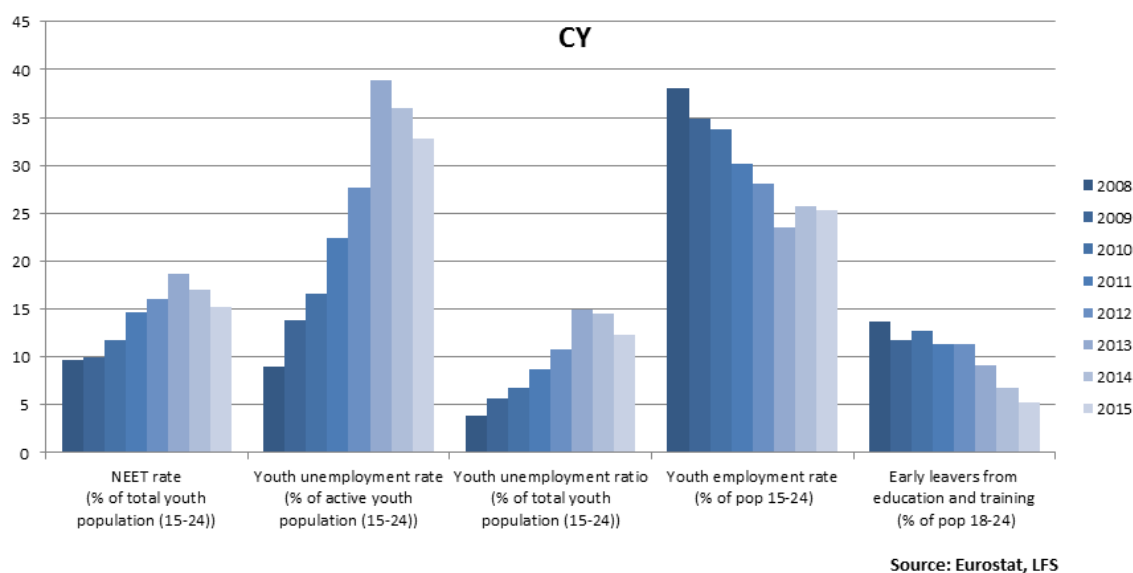
Based on a recommendation of the YEI evaluation report 2015, the preparation for a project proposal for the project Establishment of NEET tracking system is ongoing.

Country profile - CYPRUS

Key achievements: The implementation of the Youth Guarantee (YG) scheme has supported progress in the reform of Cyprus' active labour market policies and the reform of the VET system. Youth unemployment decreased by more than could have been expected given GDP growth.

Remaining challenges¹⁵: to strengthen PES capacity to deliver individualized counselling and vocational guidance services; to develop a more comprehensive outreach strategy to non-registered NEETs; to strengthen employer engagement in VET; to include measure for the validation of informal and non-formal learning. There is need for urgent implementation of the remaining YEI interventions and achieve targets, with particular emphasis on employer incentives to recruit young people.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Cyprus presented a Youth Guarantee Implementation Plan in December 2013 covering the period 2014-2016. Implementation began in January 2014, targeting young people aged 15-24. Implementation is coordinated by the Ministry of Labour, Welfare, and Social Insurance, and delivered collaboratively with the PES, the Human Resource Development Authority, the Ministry of Energy, Commerce, Industry and Tourism, and the Ministry of Education and Culture. Young people can register through the PES local offices and the Cyprus Human Resources Development Authority.

Key measures developed in support of YG implementation include: the restructuring of the Secondary Technical Education and Post-Secondary Vocational Education; the reform of the School Priority Zones Activity; the reform of ALMPs with the use of a continuous monitoring and evaluation system, including a common database aimed at improving coordination and exchange of information between implementing bodies; partnerships with employers to meet labour demand; partnership with private

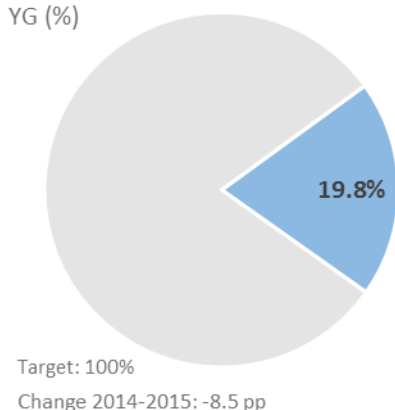
¹⁵ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3334>

employment services; enhanced services provided by the PES for youth (including individual counselling, profiling and single point of contacts) including the recruitment of new counsellors envisaged by the end of the year 2016.

YG monitoring data 2015

COVERAGE

Proportion of NEETs reached by the YG (%)



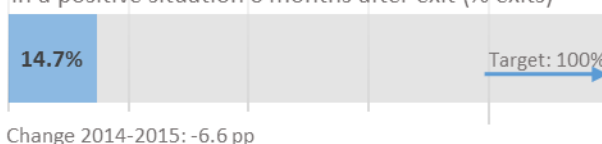
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Cypriot YG scheme reached less than one in five (19.8%) of all NEETs aged under 25, fewer than in 2014 (28.3%). Less than one in ten (8.3%) of those leaving the YG in 2015 took up an offer within 4 months of registration, marginally down from the previous year (7.4%). In practice, however, the real figure is likely to be higher – the destination of those leaving the YG within 4 months was unknown for two thirds (66.9%) of exits, a figure that includes a number of traineeships which have not yet been included in the known exits because of a possible risk of double counting. Follow-up data show that 14.7% of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, though again the situation is unknown for a large majority (78.1%). Longer-term follow-up data for those leaving in 2014 indicate that outcomes that can be tracked are sustainable, with the proportion known to be in a positive situation remaining more or less the same after 6, 12 and 18 months (21.3%, 18.4% and 21.6% respectively).

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 11,572,101 matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions	1,500
Number of persons who completed a YEI operation	895
Number of persons in employment or education or training after end of the YEI support	293 (32.7%)
Total public financial allocation to YEI operations approved for funding (euro)	EUR 8,5 million

Eligible regions: the entire territory.

YEI programming: YEI is programmed as part of a priority axis dedicated to youth employment in the OP "Employment, Human Resources and Social Cohesion".

Key types of actions currently supported by YEI:

Cyprus began partly and gradually to implement measures under YEI in 2014. The first measure was the scheme for "Job Placement of Young Unemployed Graduates of Lower Secondary, Upper Secondary and Post-Secondary Education of up to 2 years for the Acquisition of Work Experience in Enterprises / Organisations", the total budget of which was EUR 8.5 million (total no of beneficiaries 895 persons). A second call of this scheme was issued in 2015, with a budget of EUR 4 million. The amount of EUR 12.5 million refers to the activation of the schemes (calls) and no final data is still available as to the actual cost of the schemes.

The following projects/ schemes are planned to be launched in 2016:

- a subsidy scheme providing financial incentives to employers for the employment of the unemployed young people less than 25 years old with a budget of EUR 4 million
- a measure for the improvement of the career guidance system with a budget of EUR 1.2 million
- a measure for enhancing entrepreneurial skills and start-ups, guidance to young unemployed people less than 25 years old with a budget of 0.3 million

Job Placement for youth

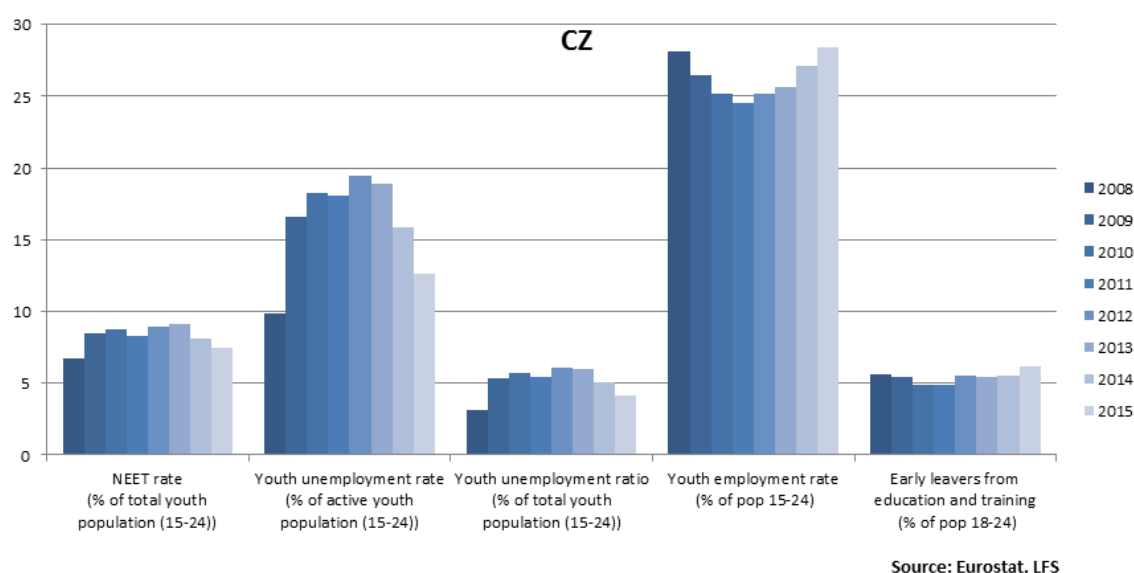
The YEI-supported scheme "Job Placement of Young Unemployed Graduates of Lower Secondary, Upper Secondary and Post-Secondary Education up to 2 years for the Acquisition of Work Experience in Enterprises / Organisations" (2014) had a budget of EUR 8.5 million and the target group (beneficiaries) was 2,500 young unemployed under the age of 25 with limited work experience. Through this scheme 1,150 applicants have been placed in suitable positions. Following an evaluation of the scheme carried out in September 2015 which demonstrated its effectiveness in terms of increased employability and labour market attachment, a second call has been published and is under implementation.

Country Profile - CZECH REPUBLIC

Key achievements: The implementation of the Czech Republic's national Youth Guarantee (YG) scheme has led to the strengthening and broadening of the quality offers available to young people. Youth unemployment has fallen rapidly in the last two years and by more than could have been expected given GDP growth.

Remaining challenges¹⁶: to strengthen PES capacity, including by providing well-targeted ALMPs (supported by a performance measurement system) that ensures the quality of individualised services for young people and improves the efficiency and effectiveness of service delivery; to improve outreach activities targeting non-registered NEETs (the YG focuses almost exclusively on registered NEETs); to provide a definition of a quality offer and collect follow-up data to assess the sustainability of YG outcomes; speed up YEI measures implementation to achieve the results set out in the OP.

1. Main trends in youth labour market performance¹⁷



2. Youth Guarantee delivery

The Czech Republic presented a Youth Guarantee Implementation Plan in December 2013, revised in April 2014, targeting young people under 25. Implementation started in April 2014 and is coordinated by the Ministry of Labour and Social Affairs. Young people can register through the PES which is the main YG provider. A website, <http://portal.mpsv.cz/sz/politikazamest/zarpromla>, provides information on the scheme and relevant contact points.

Key measures developed in support of YG implementation include: measures to support school-company cooperation, to improve the quality of vocational training and reinforce youth employability through retraining, traineeships and education support; professional Traineeships for Young People under 30 are a key activity that aims to support school-to-

¹⁶ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3329>

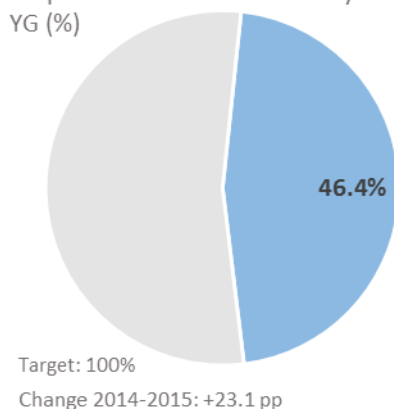
¹⁷ Break in series NEET(2013), ESS (2013)

work transition; new legislation was introduced, granting a tax allowance for companies cooperating with schools of professional education.

YG monitoring data 2015¹⁸

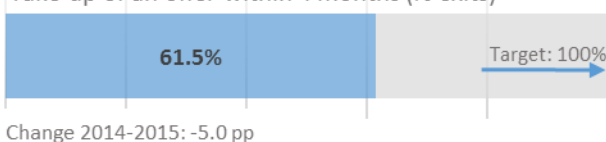
COVERAGE

Proportion of NEETs reached by the YG (%)



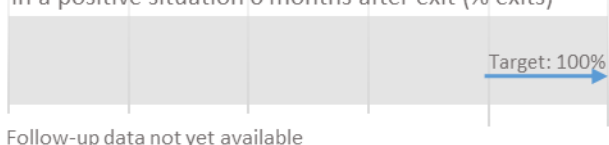
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Czech YG scheme reached 46.4% of NEETs aged under 25, almost double the coverage in 2014 (23.3%). In both cases the figures are slightly inflated by the inclusion of some young people benefitting from PES training programmes that the current monitoring system cannot exclude from the stock. More than 60% (61.5%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, a decline of 5 percentage points compared to 2014 (66.5%)¹⁹. Follow-up data to look at subsequent outcomes are not yet available.

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 13,599,984, matched by the same amount from the ESF.

Key data (cut-of-date end of June 2016)

Number of persons in YEI-supported actions to date	754
Number of persons who completed a YEI operation	59
Number of persons in employment or education or training after end of the YEI support	0
Total public financial allocation to YEI operations	EUR 29,551,785

¹⁸ Implementation of the YG started on 1 April 2014 so that data for 2014 cover only 9 months of the year. Moreover, these data do not include young people already registered as unemployed on 31 March and who may have benefitted from relevant services/measures after 1 April.

¹⁹ Results for “implementation” are likely to be understated because the destination on exit was unknown for 29.0% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

approved for funding (euro)	
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Eligible regions: 1 NUTS 2 region – Severozápad (composed of two NUTS 3 regions).

YEI programming: YEI is a part of a priority axis within OP "Employment".

Key types of actions currently supported by YEI:

The implementation of two projects managed by the Labour Office has already started and the provision of services for target groups was launched in March 2016:

- Focus on providing education, trainings and work experience opportunities such as internships.
- Consultancy and motivation of young unemployed people, also with goal to create new jobs (Karlovy Vary area).
- Support to socially excluded youth and young entrepreneurs.

Other three projects to be managed by regional authorities, possibly together with NGOs, schools or employers associations, are being finalized and their implementation should start in 2016.

A two-step approach to supporting young people within the youth guarantee

In a YEI-funded regional project of Karlovy Vary, the regional Labour Office branch is supporting young people in a two-step approach comprising (i) individual action planning and early intervention and activation measures, followed by (ii) a personalised offer of continued education or traineeship.

Personalised action planning and early activation are provided via 4 activities: entrance interview, profiling; consultation services - in groups, individually, diagnostics; motivation activities; re-qualification.

In a second stage, young people are made a personalised offer of continued education or traineeship. Three programmes are available to them:

- Practical training (including a mentoring contract of 6-12 months) or an offer of subsidised employment 'Job on test' (contribution to employer for 0.5 FTE jobs of max. 3 months, while being registered at the Labour Office);
- traineeships abroad of a minimum duration of 3 months, in the form of a work contract between the employer and the trainee, following the rules applicable in the host country
- support for return to education, for young people who have not completed secondary education

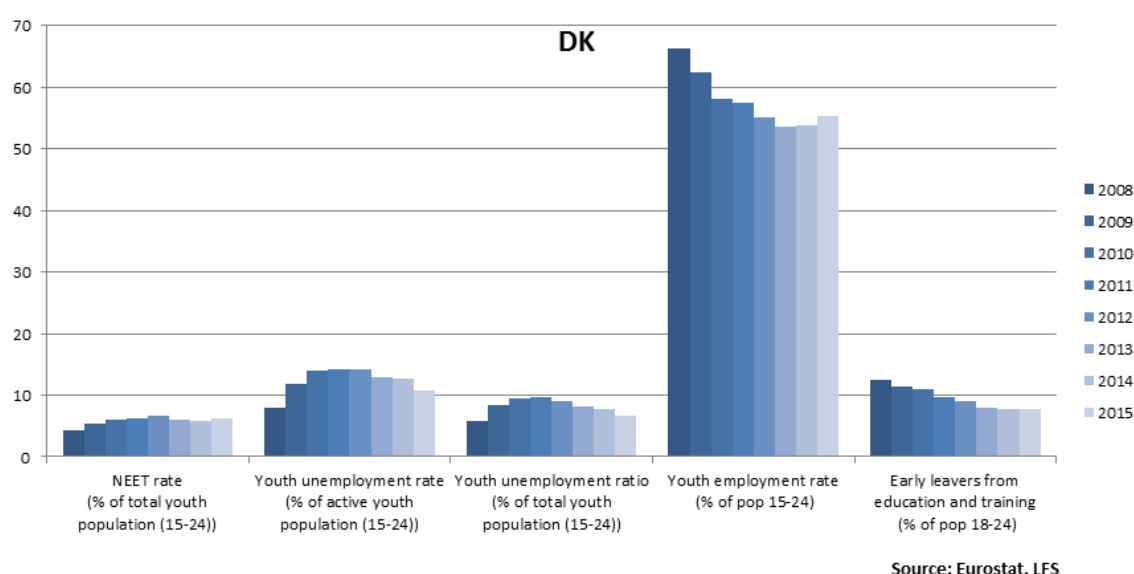
The available budget for these actions amounts to EUR 5.26 million (supported by the YEI and matching ESF) during December 2016 until October 2018. The objective is to target 685 young (15-29 years) NEETs being registered or not at the Labour Office by the end of October 2018. The second project in Ústí nad Labem region has a very similar scope of activities. However, the budget as well the target group, is approx. 3.5 times higher.

Country profile - DENMARK

Key achievements: The Youth Guarantee (YG) scheme in Denmark shows good coverage and a high share of those leaving the scheme in 2014 and 2015 took up an offer within 4 months of registration. For a long time Denmark has been developing legislation along the lines of the YG to combat youth unemployment. In recent years, a number of recent measures have sought to strengthen the national VET system, most notably, the ambitious reform "Better and more attractive vocational education and training programmes" that was launched in 2014. Ambitious goals have also been set to tackle early school leaving.

Remaining challenges²⁰: to pursue ongoing efforts to improve the quality and attractiveness of VET programmes; to strengthen the supply of apprenticeships; to continue to support to young people with a migrant background and those with low educational attainment (the Building Bridge to Education Programme supports this goal and is currently being rolled out on a larger scale); to continue to make tackling early school leaving a priority.

1. Main trends in the young people's labour market performance



2. Youth Guarantee delivery

Denmark presented a Youth Guarantee Implementation Plan in April 2014, targeting those under 30. Implementation is coordinated by the Ministry of Employment and delivered with partners including PES offices, municipalities, educational institutions, Youth Guidance Centres, production schools, youth units, unemployment insurance funds, social partners. Young people can register in person at local PES office or online.

As part of the Danish YG scheme, a strong focus is put on education offers, and ensuring that young people complete their education.

Key measures developed to support YG implementation include: the upscaling of the Building Bridge to Education programme targeting youth with low educational

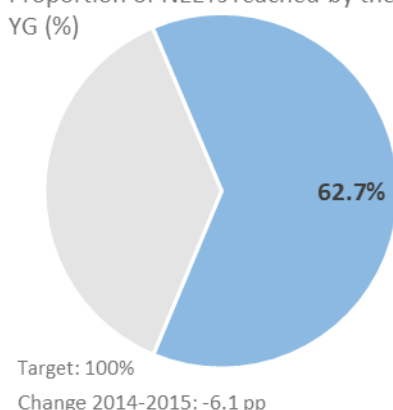
²⁰ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3330>

attainment and labour market attachment; the June 2014 vocational education and training reform; a Growth Package including measures to increase the number of apprenticeships; the 2014 cash benefit reform with a view to increasing the education and employment rates of young people.

YG monitoring data 2015

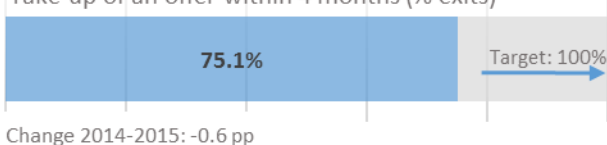
COVERAGE

Proportion of NEETs reached by the YG (%)



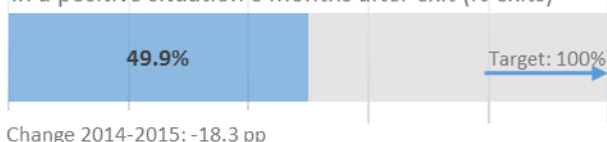
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Danish YG scheme reached 62.7% of NEETs aged under 25, a decline of 6 percentage points compared to 2014 (68.8%). Three-quarters (75.1%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, about the same as in 2014 (75.7%). Follow-up data show that half of those leaving the YG in 2015 (49.9%) were known to be in employment, education or training 6 months later, rather less than in 2014 (68.2%). Longer-term follow-up of those leaving in 2014 suggests that outcomes are sustainable, with the proportion known to be in a positive situation being 68.2% and 67.4% after 6 and 12 months respectively. The 18-month figure is lower at 50.1% but this is understated because more than a quarter had not reached the observation point at the time of data collection and an adjusted figure to exclude this group would be 69.0%, marginally above the 6 and 12 month figures.²¹

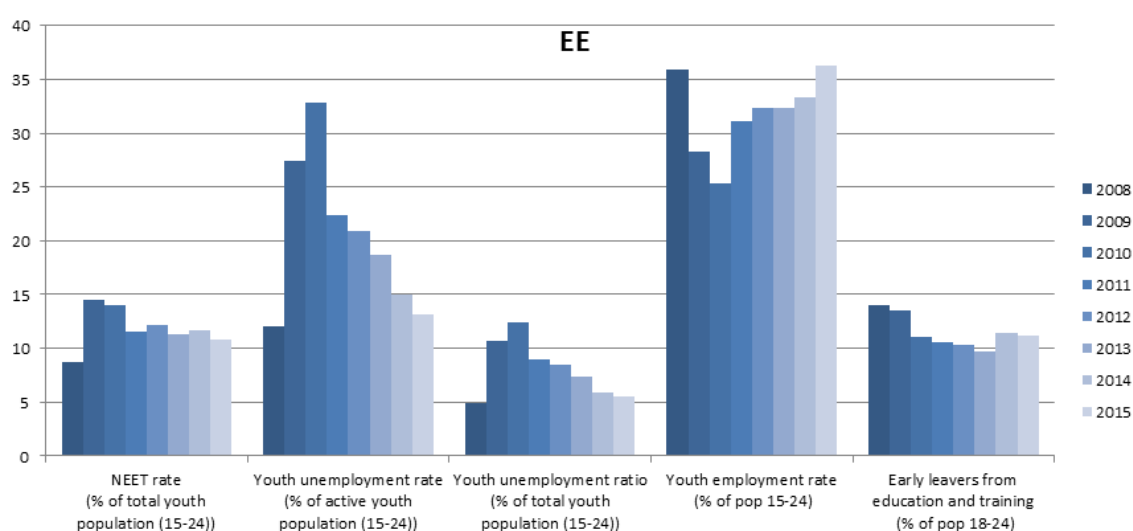
²¹ Positive situation is either in employment, education, traineeship or apprenticeship.

Country profile - ESTONIA

Key achievements: The Youth Guarantee (YG) scheme led to newly introduced measures aimed at preventing early-school leaving, improving school-to-work transitions (school-to-work workshops, my first job), and strengthening partnership approaches across government agencies.

Remaining challenges²²: to pursue ongoing efforts to tackle early school leaving; to address gender gaps in education; to increase participation in and labour market relevance of VET; to increase the availability of apprenticeships; to identify, reach out to and activate unregistered NEETs; to include measures for the validation of informal and non-formal learning.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Estonia submitted a Youth Guarantee Implementation Plan in April 2014, targeting those under 30. Implementation is the responsibility of the Ministry of Social Affairs and the Ministry of Education and Research. Delivery is supported by a range of partners including PES, labour inspectorates, youth work centres, social partners and civil society. Entry to the scheme is coincident with registration with the PES; registration can be done in person or online.

Key measures developed in support of YG implementation include: PES guidance workshops in schools; subsidised employment contracts helping young people with low qualifications gain professional skills through work-based learning ('my first job'); tailored services offered through youth work measures, i.e., a mobile counselling service to identify, reach out and offer personalized services to NEET youth, summer work camps and community based activities (i.e., community practice in local civil society organizations) to familiarize young people with work life and prepare them for the labour

²² For more detail, please see :

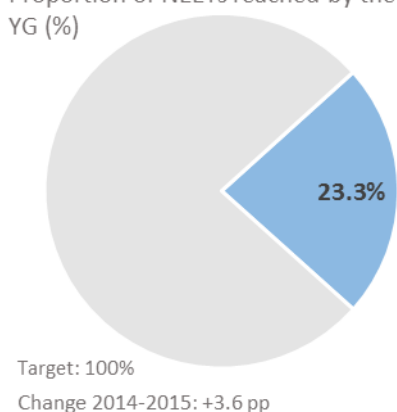
<http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3331>

market, youth projects that give young people an opportunity to create and carry out projects that benefit local communities. Also, preparations are being made to create occupation-labs that allow youth to learn about specific professions/vocations; a YG awareness raising campaign.

YG monitoring data 2015²³

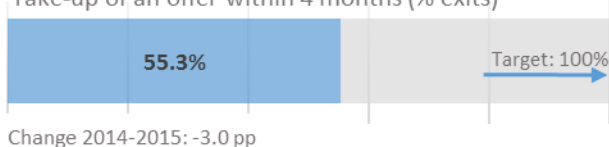
COVERAGE

Proportion of NEETs reached by the YG (%)



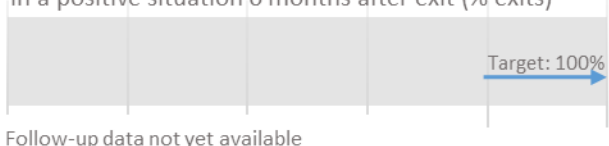
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Estonia reached less than a quarter (23.3%) of NEETs aged under 25, though this represents a small improvement compared to 2014 (19.7%). Over half (55.3%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, slightly less than in 2014 (58.3%). Follow-up data to look at subsequent outcomes are not yet available.

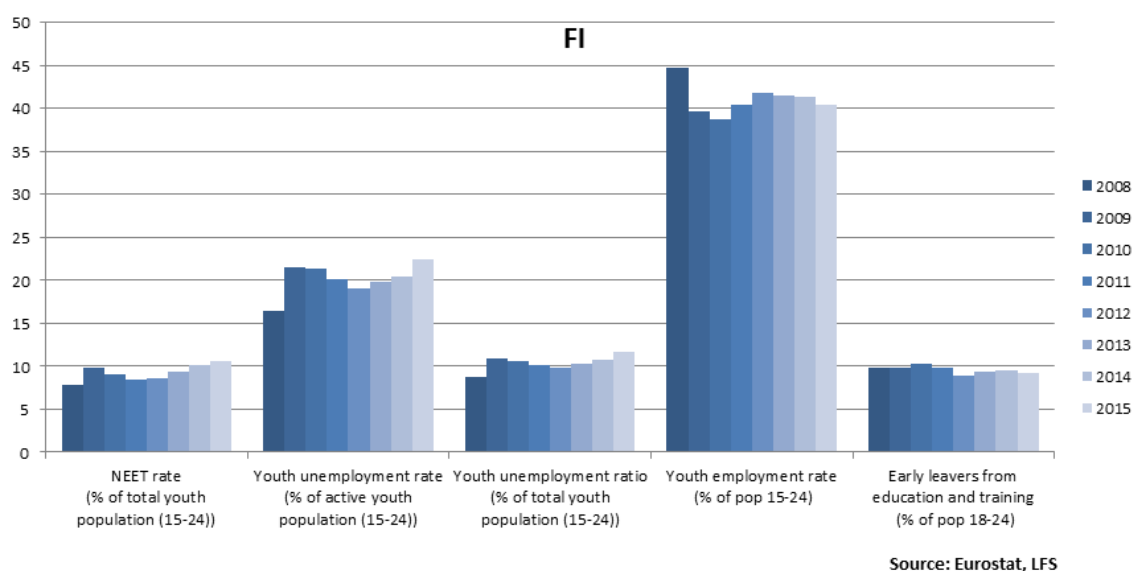
²³ Results for “implementation” are likely to be understated because the destination on exit was unknown for 27.8% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

Country profile - FINLAND

Key achievements: Launched in 2015, an significant measure supporting the implementation of the Youth Guarantee (YG) is the one-stop guidance centres for youth. Located in 35 municipalities so far, they provide low-threshold support to all young people below the age of 30. Continuity of funding the one-stop guidance centres remains unclear after 2018. Although Finland's NEET rate increased over the period 2013 -2015, the inactive NEETs decreased more strongly relative to the decrease in inactive adults. It could be that the well-established YG scheme helped to mitigate the worsening trends for young people.

Remaining challenges²⁴: to ensure stable and adequate long-term funding (it is not clear how the current level of services to youth could be maintained in view of the budget cuts to PES and the YG itself foreseen from 2016 onwards); to support young people in remote areas, most notably through e-services; to improve young people's employability and address skills mismatches; to increase work-based learning opportunities.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Finland presented a Youth Guarantee Implementation Plan (YGIP) in May 2014, targeting all young people under 25 years and recent graduates below 30 years, building on an already well established scheme. Following parliamentary elections, a YG working group is currently working on a revision of the YGIP. Implementation is coordinated by the Ministry of Education and Culture, and delivered with other ministries, the PES, municipalities, youth worker and education providers, employers. Registration can be done in person at a local PES office or online through the PES website: http://www.te-services.fi/te/en/jobseekers/finding_job/young_people/index.html

Finland has an education guarantee and a skills programme for young adults targeting those aged 20-29 who have only completed basic education. Besides, traineeships

²⁴ For more detail, see : <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3332>

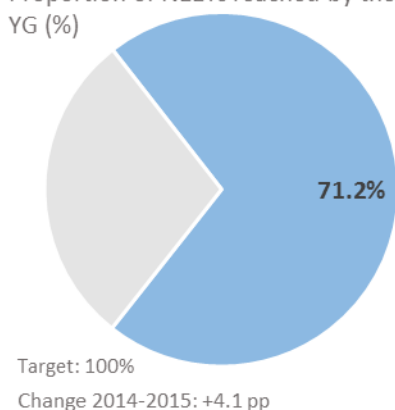
include, among others rehabilitative youth workshops for young people facing multiple disadvantages.

Key measures developed in support of YG implementation include: One-Stop Guidance Centres gathering relevant employment and social services; two media campaigns; new pilot programs increasing apprenticeships training opportunities for young people.

YG monitoring data 2015²⁵

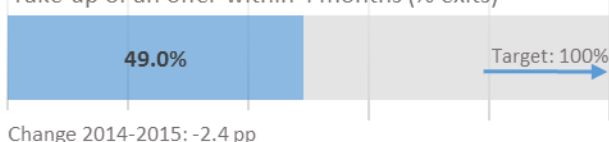
COVERAGE

Proportion of NEETs reached by the YG (%)



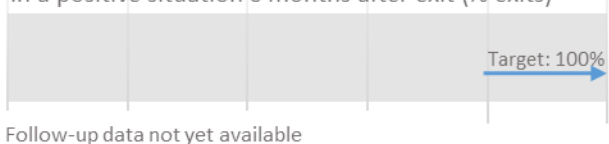
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Finnish YG scheme reached 71.2% of all NEETs aged under 25, an improvement of 4 percentage points on 2014 (67.1%). The Finnish scheme aims to provide an offer within 3 months of a young person registering as unemployed, which is more challenging than the 4-month target specified in the Council Recommendation and indicator results need to be assessed accordingly. Almost half (49.0%) of those leaving the YG in 2015 took up an offer within 3 months of registration, slightly down on the previous year (51.4%). Follow-up data to look at subsequent outcomes are not available.

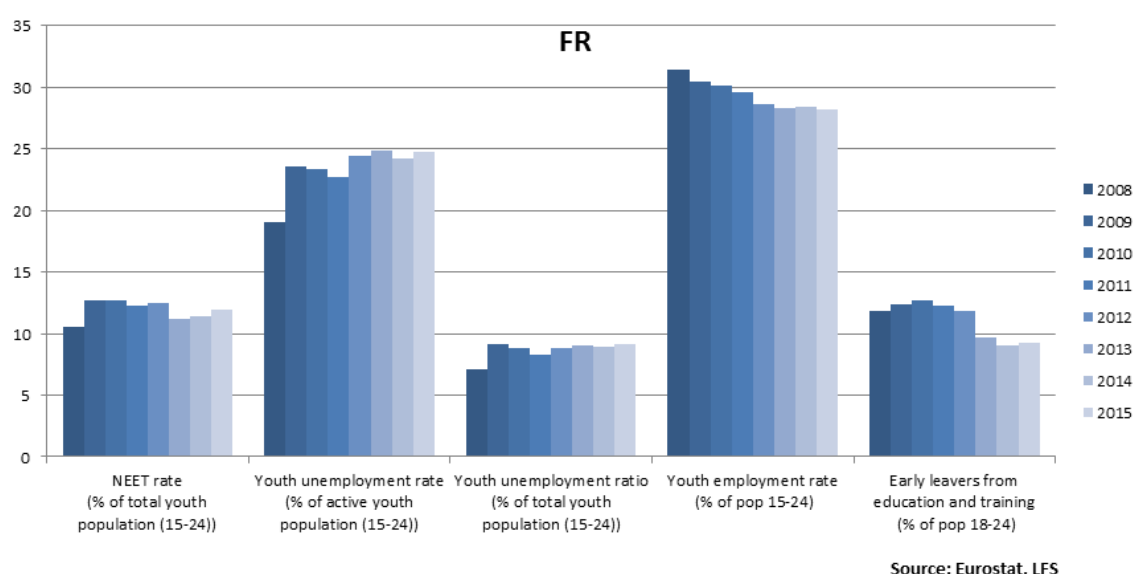
²⁵ Results for “implementation” are likely to be understated because the destination on exit was unknown for 22.6% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

Country profile - FRANCE

Key achievements: France has developed a wide range of measures under its Youth Guarantee (YG) scheme. The strengthening of targeted active labour market policy measures has contributed to stabilising youth unemployment. Counselling for youth has been stepped up. A comprehensive and efficient early school-leaving policy has produced significant results.

Remaining challenges²⁶: to develop a comprehensive monitoring system of the YG scheme; to improve the visibility of the scheme and support outreach measures (at present there is no coordinated communication strategy) to ensure that the YG benefits the hardest to reach NEETs; to improve coordination between actors, most notably PES and the local missions but also, as regards YEI, across central and regional implementation levels ; to pursue ongoing efforts to reform a fragmented apprenticeship system; to pursue closer coordination with the education sector (the French authorities are working in this direction). Data collection on YEI measures across central/regional operational programmes remains a challenge.

1. Main trends in young people's labour market performance²⁷



2. Youth Guarantee delivery

France presented a Youth Guarantee Implementation Plan on 22 December 2013 and the scheme was launched in January 2014, targeting young people under 26 years. Implementation is coordinated the General Directorate for Employment and Vocational training (DGEFP) within the Ministry of Labour, Employment, Vocational Training and Social Dialogue. Young people can register in the local PES office or in the local missions, a national network of locally based one-stop-shops for young people.

²⁶ For more detail, see: <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3335>

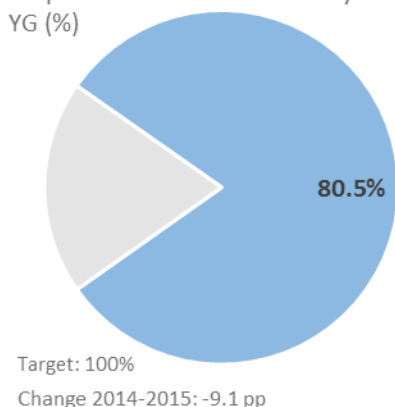
²⁷ Break in series NEET (2013, 2014), ESS (2013). Using France metropolitan (FX) for Employment rate

Key measures developed in support of YG implementation include: the 'Guarantee for youth' (*'garantie jeunes'*) scheme that provides reinforced counselling, professional immersion, financial allowance to vulnerable youth; the 'Jobs for the Future' scheme providing subsidised jobs for low-skilled youth; intensive individual/group counselling for young people in the PES; a broad action plan to fight early school leaving (launched in 2015), a new plan for apprenticeships and reinforced links between the education system and the labour market.

YG monitoring data 2015²⁸

COVERAGE

Proportion of NEETs reached by the YG (%)



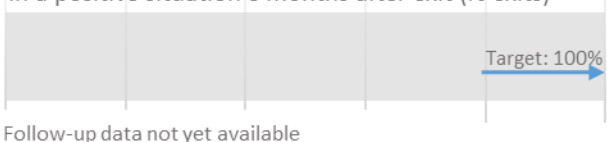
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in France successfully reached 80.5% of NEETs aged under 25, though this represents a decrease of 9 percentage points compared to 2014 (89.6%). Less than a quarter (24.3%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, marginally up from 2014 (23.4%). The difficulty to deliver timely offers is reflected in the fact that three-quarters of those in the scheme (75.6%) at any point during the year had been registered for more than 4 months, with a third of these (24.8% of the total) registered for more than 12 months. Follow-up data to look at subsequent outcomes are not yet available.

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 310,161,401 matched by the same amount from the ESF

Key data*:

Number of persons in YEI-supported actions to date	161,498 (April 2016)
Number of persons who completed a YEI operation	81,769 (December 2015)
Number of persons in employment or education	94,332 (December 2015)

²⁸ Results for “implementation” are partially affected by the fact that some accompanying services typically last more than 4 months.

or training after end of the YEI support	
Total public financial allocation to YEI operations approved for funding (euro)	EUR 569,725,439 (December 2015)

*Different reporting periods due to different data collection sources for regional/central programmes

Eligible regions: 13 regions – Aquitaine, Auvergne, Centre, Champagne-Ardenne, Guadeloupe, Guyane, Haute-Normandie, Languedoc-Roussillon, Martinique, Nord-Pas-de-Calais, Picardie, Réunion, Mayotte. FR has also allocated less than 10% of YEI funding to local councils of Ile-de-France, Provence-Alpes-Côte d’Azur and Midi-Pyrénées regions.

YEI programming: YEI is programmed as a dedicated Operational Programme covering 70% of YEI resources. The remaining 30% of YEI resources are programmed under 12 regional programmes.

Key types of actions currently supported by YEI:

A big part of YEI funding is used to support existing measures. Actions are organised around 3 main axes:

- Identifying young NEETS mainly by supporting existing mechanisms (monitoring and support platforms targeting early school leavers) and building on the PES (notably "Pôle Emploi" and "Mission locales" targeting young people).
- Reinforced accompanying schemes to help NEETs find a solution for employment, traineeship or training (building on the Missions locales (Garantie Jeunes), Pôle Emploi (Accompagnement intensif jeunes), APEC, etc.)
- Facilitating employability through training ("Emplois d’Avenir" for young people, training leading to qualification, "service militaire adapté" in overseas departments, "Ecoles de la deuxième chance" in the Regions etc.) and job-based opportunities or "mises en situation professionnelle".

Personalised support and mentoring for young people

Under the YEI, the French National Public Employment Service (Pôle Emploi) provides personalised support and mentoring actions for young people, including tailored support provided on a one-to-one basis (with a maximum duration of 6 months) or via group activities (up to 3 months). Given the specificity of the target group, a specialised mentor is dedicated exclusively to YEI actions which consist of the individual profiling of young people (analysis of their personal characteristics and needs) and the preparation and provision of personalised support actions and related counselling. Such actions include, inter alia, measures to increase self-esteem and social inclusion, support for the preparation of CVs, support in job-search and orientation towards training opportunities. The involvement of PES local offices allows the socio-economic specificities related to each territory to be taken into account, in addition to the individual’s personal characteristics.

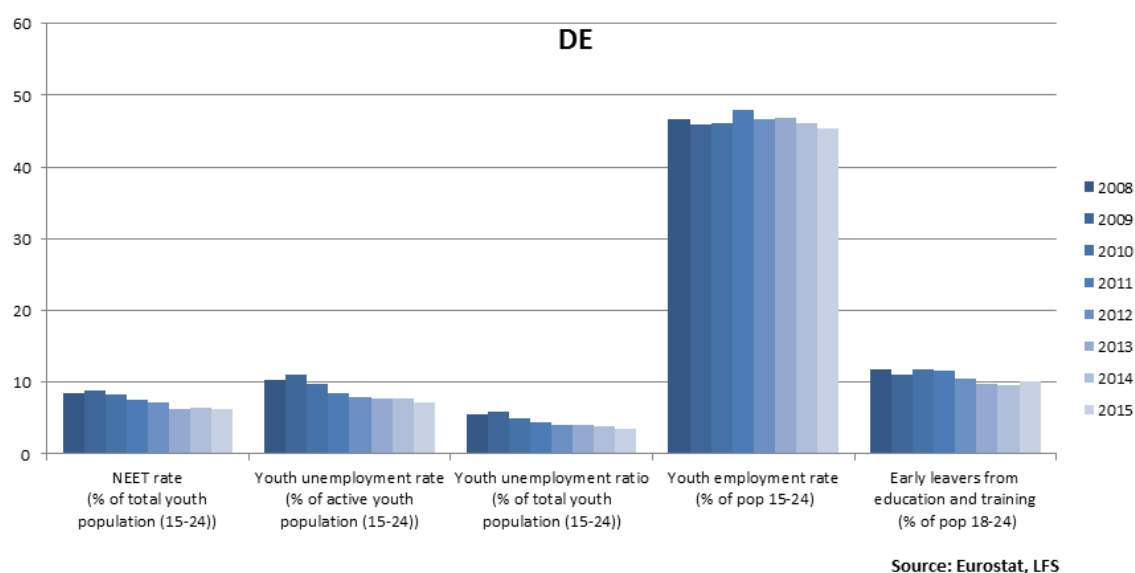
The available budget for these actions amounts to EUR 25 million (supported by the YEI). The first activities were launched in September 2014 and increased in the following months. The objective is to target 53,000 young NEETs by the end of 2018. Between September 2014 and end 2015, around 36,300 young NEETs participated in this kind of YEI actions.

Country profile - GERMANY

Key achievements: The Youth Guarantee (YG) is effective for young NEETs registered with the PES. Its implementation has helped strengthen partnerships such as the youth employment agencies across the country, bringing their total number to 218 by the end of July 2015. Similarly, support for school-to-work transitions has been increased through measures such as career start coaching, youth employment agencies and assisted vocational training, with a focus on vulnerable groups.

Remaining challenges²⁹: to support young people with a migrant background who face a significantly higher risk of unemployment, inactivity and early school leaving; to implement a strategic approach for the outreach to/registration of non-registered NEETs, to improve coordination among stakeholders involved in supporting young people's school-to-work transition; to include measures for the validation of informal and non-formal learning

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Germany presented a Youth Guarantee Implementation Plan in April 2014, and monitoring of implementation started from January 2014. The YG scheme targets young people under 25. Implementation is coordinated by the Federal Ministry for Labour and Social Affairs (BMAS), in partnership across all levels and sectors.

Young people can register with employment agencies or - if in receipt of unemployment benefit II (*Arbeitslosengeld II*) - job centres throughout Germany.

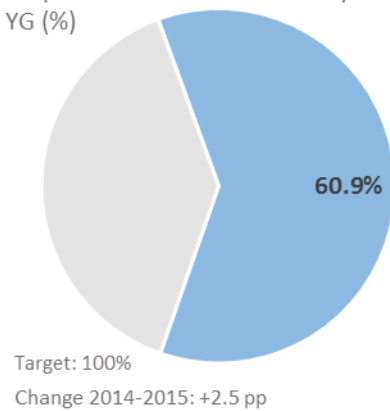
Key measures developed in support of YG implementation include: the further roll-out of youth employment agencies, the implementation of the ESF-funded career entry support programme and the cooperation within the Alliance for Initial and Continuous training.

²⁹ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3336>

YG monitoring data 2015

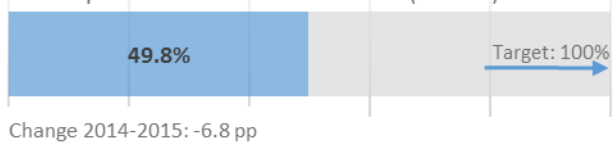
COVERAGE

Proportion of NEETs reached by the YG (%)



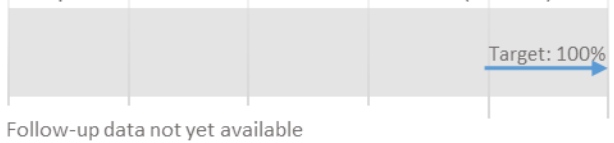
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



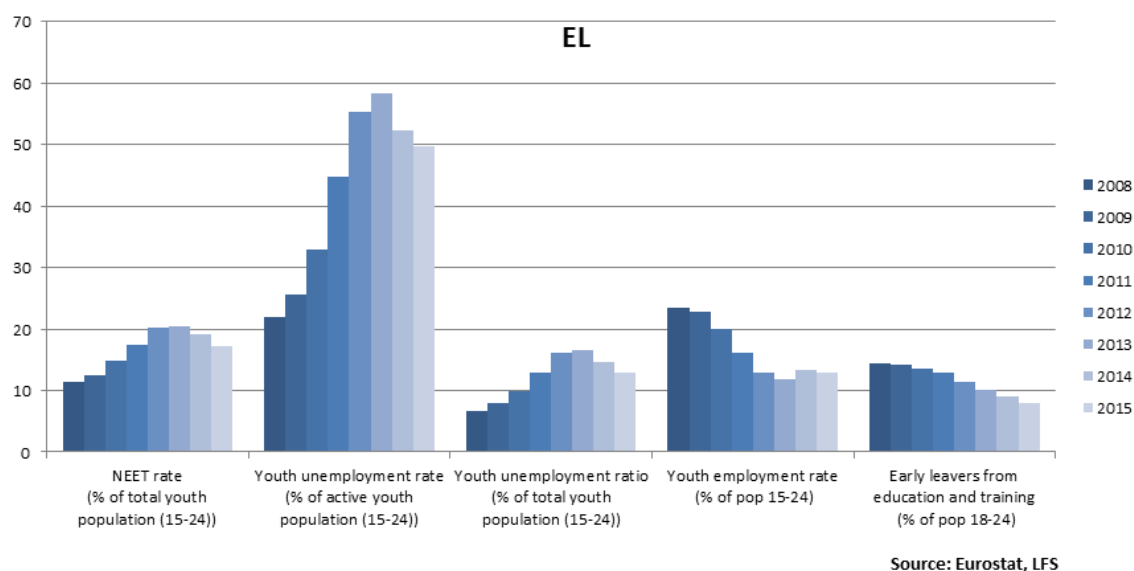
Results of YG monitoring for 2015 show that the YG scheme in Germany reached 60.9% of NEETs aged under 25, a slight increase compared to 2014 (58.4%). Almost half (49.8%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, though this is a decline compared to 2014 (56.6%). Follow-up data to look at subsequent outcomes are not yet available.

Country profile - GREECE

Key achievements: Within the framework of the Youth Guarantee (YG), steps have been taken to strengthen the capacity of the PES, build partnerships and modernize and expand the VET system, including a reform of the apprenticeship system. Greece implemented nine youth-related reforms³⁰ during 2014 alone. Youth unemployment decreased by more than could have been expected given GDP growth.

Remaining challenges³¹: to strengthen PES capacity; to improve monitoring and evaluation and individual YG measures; to improve the efficiency and the quality of education; to enhance the provision, attractiveness, and relevance of initial VET, including apprenticeships; need to increase the quality of training (esp. in the context of YEI-supported measures), to develop proper methodological frameworks and study curricula; micro data collection system for YEI data collection require urgent improvement to enhance data reliability.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Greece presented a Youth Guarantee Implementation Plan in December 2013, updated in June 2014, with a further update foreseen for 2016. The scheme targets young people under 25 years. Implementation is coordinated by the Ministry of Labour. Young people can register with the scheme at a local PES office. A dedicated YG website is in the process of being created.

Key measures developed in support of YG implementation include: reforming PES procedures to provide tailored support to youth (including individual action plans and electronic profiling); a voucher scheme for improving access to the labour market; setting up a YG working group; awareness-raising and outreach; modernising and expanding VET; a mechanism for the identification of skills needs.

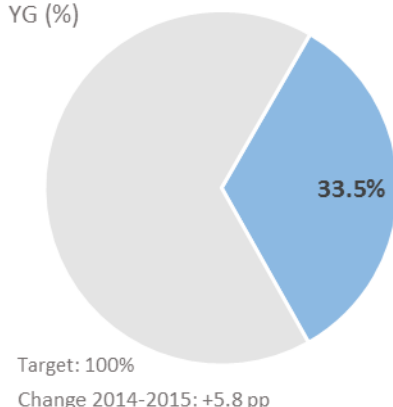
³⁰ Source: LABREF

³¹ For more detail, see: <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3337>

YG monitoring data 2015³²

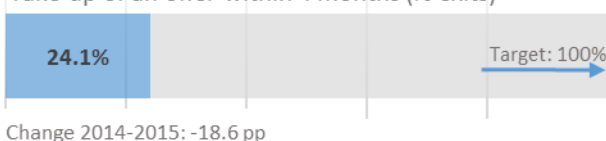
COVERAGE

Proportion of NEETs reached by the YG (%)



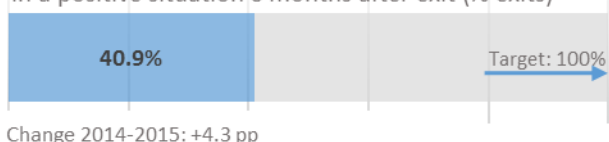
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Greek YG scheme reached only a third (33.5%) of NEETs aged under 25, though this is an improvement compared to 2014³³ (27.7%). Less than one in four (24.1%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, considerably less than in 2014 (42.7%)³⁴. The difficulty to deliver timely offers is reflected in the fact that more than half (56.1%) of those in the scheme at any point during the year had been registered for more than 4 months while one in six (16.9% of the total) has been registered for more than 12 months. Follow-up data show that just over two in five (40.9%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, an improvement on 2014 (36.6%). Longer-term follow-up data for those leaving the YG scheme in 2014 suggest that outcomes are sustainable with the proportion known to be in a positive situation increasing to 40.3% after 12 months and to 43.8% after 18 months.³⁵

3. Youth Employment Initiative (YEI) Delivery

YEI allocation (euro): 171,517,029, matched by the same amount from the ESF

Key data*:

Number of persons in YEI-supported actions	38,398
Number of persons who completed a YEI operation	25,923
Number of persons in employment or education or training after end of the YEI support	1,770
Total public financial allocation to YEI operations	108,966,344.29

³² Data may still be subject to revision

³³ Data for 2014 do not include young people already registered as unemployed on 31 December 2013 and who may have benefitted from relevant services/measures after 1 January 2014.

³⁴ Results for “implementation” are likely to be understated because the destination on exit was unknown for 49.6% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

³⁵ Positive situation is either in employment, education, traineeship or apprenticeship.

approved for funding (euro)	
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*Data presented still under verification by the Managing Authority

Eligible regions: the entire MS territory

YEI programming: YEI is programmed as a dedicated priority axis within the Human Resources Development, Education and Lifelong Learning OP.

Key types of actions currently supported by YEI:

The overall aim is to improve the skill levels of NEETs aged 15-29 and help them move into employment, including self-employment on a sustained basis (through apprenticeships, ICT learning and entrepreneurship measures, work experience, traineeships).

The largest share of the YEI funding is spent on a set of flagship actions implemented through voucher schemes for labour market entry. The underlying principle of the voucher schemes, which combine training with on-the-job experience, is the need to provide young people with skills that are relevant to employer needs and the opportunity to apply these in real work settings. In this way, they seek to reduce the duration of school-to-work transition (which has historically been very lengthy in Greece) by allowing young people to acquire a first work experience, the absence of which has always been a major barrier to their labour market entry. YEI-supported interventions represent a novel approach in relation to training provision by linking training to employment, e.g. through practical work placements.

Voucher scheme for a first work experience

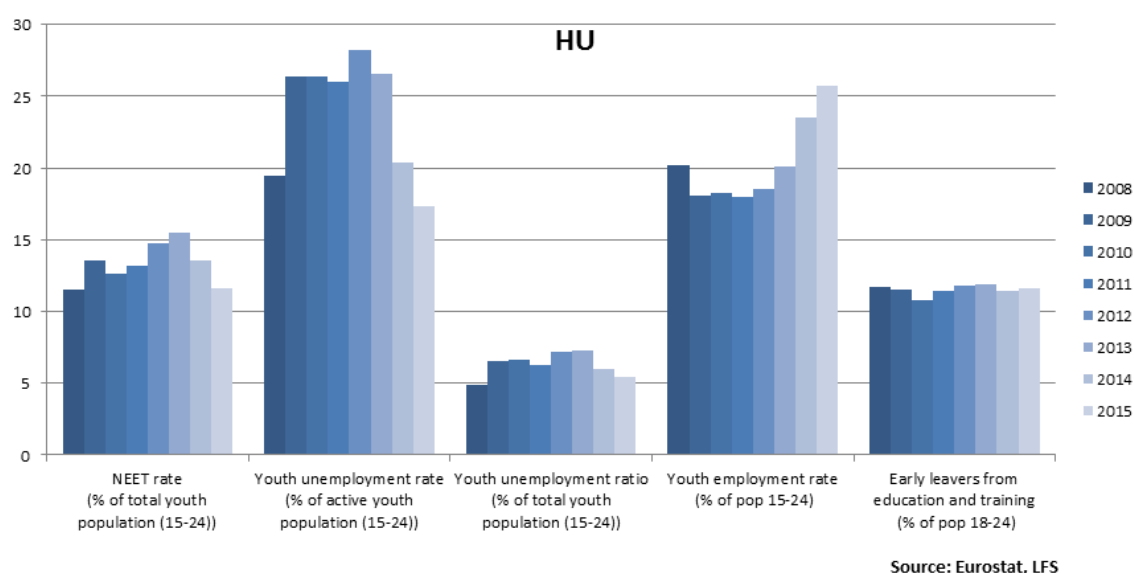
A major YEI action is the ‘Voucher scheme for a first work experience for labour market entry of young people aged up to 29’ (<https://voucher.gov.gr/>), whose aim is to provide a structured pathway to the labour market by helping young people gain initial work experience in the private sector. The scheme is aimed at different age groups: (i) 12,000 NEETs (3,000 tertiary education graduates and 9,000 secondary and post-secondary education graduates) aged 15-24 (budget: EUR 43 million); and (ii) 30,000 NEETs (12,000 tertiary education graduates and 18,000 secondary and post-secondary education graduates) aged 25-29 (budget: €108 million).

Country profile - HUNGARY

Key achievements: Youth unemployment and NEET rates have decreased reaching pre-crisis level in Hungary, relative to the adult population.

Remaining challenges³⁶: to move from gradual implementation to full roll-out of the YG scheme; to strengthen PES capacity (including insufficient staffing) and to address its administrative complexity and centralised allocation of responsibilities (which follow a recent reform of the PES); to improve the quality of offers; to improve outreach to inactive NEETs, including young Roma (the majority of Hungary's total NEET population consists of inactive NEETs, including a large share of young people with family responsibilities, most of whom are women, and discouraged workers); to improve the YG monitoring system. As regards YEI, there is a need to strengthen communication across planning and implementing authorities.

1. Main trends in young people's labour market performance³⁷



2. Youth Guarantee delivery

Hungary presented a Youth Guarantee Implementation Plan in December 2013, updated in April 2014. The scheme is gradually implemented: full roll-out is expected in 2018, and it targets young people under 25. Implementation is coordinated by the Ministry for Economy, in conjunction with key partners. Young people can register through the PES that provide specific youth mentors.

The scheme provides access to employment and education offers, including open market employment offers or those supported by a range of active labour market policy instruments (e.g. wage subsidies, job-trial, trainings, entrepreneurship support, start-up incentives). Traineeships as YG offers are only provided in the framework of an ESF co-

³⁶ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3338>

³⁷ Break in series ESS (2015)

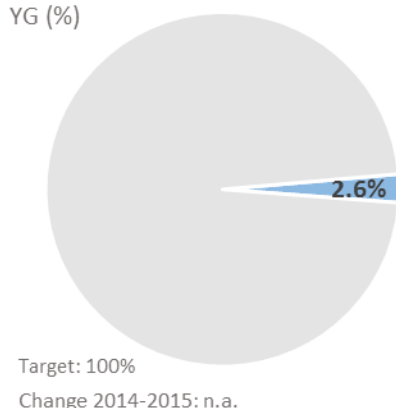
funded programme since August 2016. Apprenticeships as YG offers are expected to be rare, as apprenticeship exists in Hungary as part of the vocational education programmes.

Key measures developed in support of YG implementation include: a new working group of the National Youth Expert Forum; introducing a profiling system within the PES; the provision of labour market services; the setting up of a network of youth counsellor/coordinators within the PES.

YG monitoring data 2015³⁸

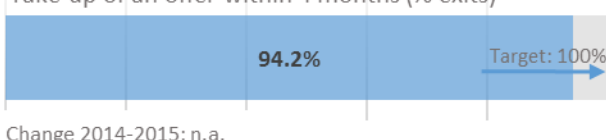
COVERAGE

Proportion of NEETs reached by the YG (%)



IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



The YG scheme in Hungary was launched on 1 January 2015 and the results of monitoring show that, on average across the year, only 2.6% of all NEETS aged under 25 were covered. Of the small group leaving the scheme in 2015, as many as 94.2% took up an offer within 4 months of registration, though less than a third of these (30.4% of all leavers) were known to be in employment, education or training 6 months later.

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 49,765,356.00, matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions	20,602 (July 2016)
Number of persons who completed a YEI operation	800
Number of persons in employment or education or training after end of the YEI support	942
Total public financial allocation to YEI operations approved for funding (euro)	EUR 114,741,035

Eligible regions: 4 regions - Dél-Dunántúl, Észak-Magyarország, Észak-Alföld, Dél-Alföld.

³⁸ Implementation of the YG started in January 2015 so that there are no comparable data for 2014.

YEI programming: YEI is implemented through the Economic Development and Innovation Operational Programme, as part of a priority axis.

Key types of actions currently supported by YEI:

The programme supports the development of individual development plans, personalised counselling by a trained YG counsellor, the provision of quality offers (including employment, subsidised employment, job trials, vocational training, entrepreneurship support) and monitoring (by the National Employment Service).

The Youth Guarantee Programme

The "Youth Guarantee Programme" is an ESF and YEI co-funded measure that aims to promote young people's labour market entry by means of tailor-made individual programmes comprising labour market services (such as information, advice, job-search assistance, mentoring, etc.), subsidies (wage subsidies, support for self-employment, mobility support/housing allowance) and training (general and vocational training).

This nationwide measure covers the period January 2015-December 2017. It has a budget of EUR 127 million and targets 40,000 young people (with a special focus on those unemployed for more than 6 months).

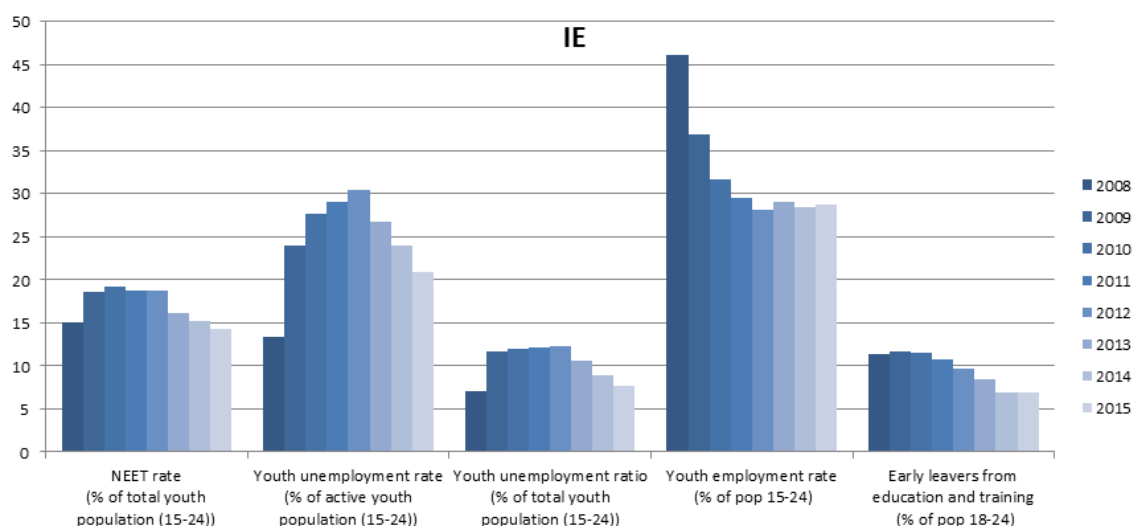
This measure offers comprehensive support to young people by coupling labour market service and mentoring with dedicated wage subsidies and training. Furthermore, an important innovative element is its counsellor/coordinator network tasked with strengthening the already existing local co-operation system between a variety of stakeholders (including local educational and social institutions, youth organisations, employers, etc.)

Country profile - IRELAND

Key achievements: Within the framework of the Youth Guarantee (YG), Ireland has introduced several new programmes in 2015, in addition to pre-existing programmes, offering employment, work experience and training/developmental opportunities to youth. Substantial progress has been made in the FET/VET sector and apprenticeships, aimed at ensuring their relevance to labour market needs. Important steps have been taken to reform the PES. Youth unemployment decreased by more than could have been expected given GDP growth.

Remaining challenges³⁹: to increase uptake of key measures (JobsPlus Youth; First Steps Youth Development Internship) as well as support employers' involvement; to reduce the time span within which a quality offer to young people is made.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Ireland presented a Youth Guarantee Implementation Plan in December 2013 and began its implementation in January 2014. The YG targets young people under 25 years of age. Implementation is coordinated by the Department of Social Protection, with other government departments responsible for specific aspects and partners involved in delivery and review, including social partners; the national youth council and NGOs. Young people can register in person or online with the PES. A dedicated YG webpage has been created: <http://www.welfare.ie/en/Pages/Youth-Guarantee-Ireland.aspx>

Key measures developed in support of YG implementation include: further adjustments to the PES reform (Intreo one-stop-shops); the employment subsidy *JobsPlus Youth*; *First Steps Youth Development Internship* helping young people develop basic work and social skills; reform of the further education and training (FET) and vocational education and training (VET) sector, most notably increasing the quality and availability of apprenticeships (25 new types of apprenticeships are being developed in areas such as

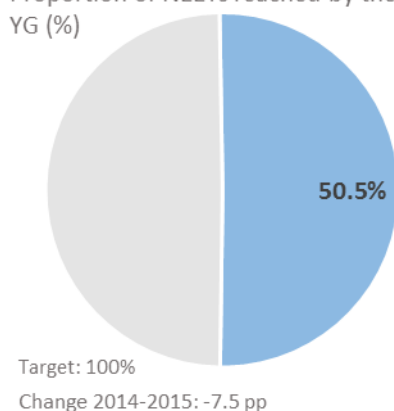
³⁹ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3339>

ICT, transport, tourism); National Skills Strategy 2016-2025 (including a commitment to support 50,000 apprenticeships and traineeships by 2020 and address skills shortages).

YG monitoring data 2015

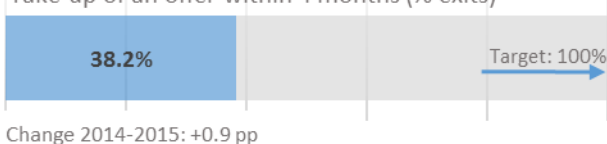
COVERAGE

Proportion of NEETs reached by the YG (%)



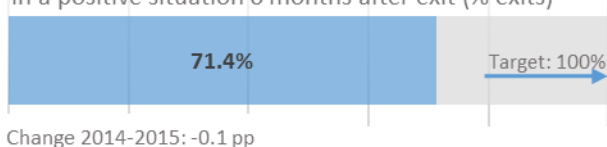
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



The Irish monitoring data refer to persons aged 18-24 in receipt of unemployment benefits and therefore miss support provided to NEETs aged 16-17 through the education and training system. Results of YG monitoring for 2015 show that the YG scheme in Ireland reached over half (50.5%) of NEETs aged under 25, which represents a decline in coverage compared to 2014 (58.0%). Less than two fifths (38.2%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, a marginal improvement from 2014 (37.3%). The difficulty to deliver timely offers is reflected in the fact that almost two thirds (64.2%) of those in the scheme at any point during the year had been registered for more than 4 months with more than half of these (33.4% of the total) registered for more than 12 months. Nevertheless, follow-up data show that almost three quarters (71.4%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, almost the same as in 2014 (71.5%). Longer-term follow-up of those leaving in 2014 indicate that offers are largely sustainable with similar, albeit slightly lower, levels of positive outcomes 12 or 18 months after exit (65.2% and 67.2% respectively).⁴⁰

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 68,145,419 matched by the same amount from the ESF.

Key data

Number of persons in YEI-supported actions to date	13,909
Number of persons who completed a YEI operation	1,244
Number of persons in employment or education or training after end of the YEI support	1,319
Total public financial allocation to YEI operations	EUR 204,436,257

⁴⁰ Positive situation is either employment, education, traineeship or apprenticeship.

Eligible regions: the entire MS territory.

YEI programming: YEI is implemented as part of a priority axis within the Operational programme 2014-2020. A range of actions for NEET aged under 25 are to be delivered under the aegis of a number of Government ministries.

Key types of actions currently supported by YEI:

The actions are underway and are being funded upfront with national funding:

- **Back to Work Enterprise Allowance (BTWEA) Scheme:** Provision of monetary incentives to engage in self-employment for those dependent on social welfare payments.
- **JobsPlus Incentive Scheme:** Incentives to employers who offer full-time employment.
- **Tús:** Provision of short-term (up to 1 year) quality work opportunities for long-term unemployed to improve the employability and work-readiness of participants.
- **JobBridge, the National Internship Scheme:** Additional allowance, on top of existing social welfare payments to jobseekers for a 6 to 9 month internship.
- **Youthreach:** Support to early school leavers through training and education.
- **Momentum:** labour market reintegration of long-term unemployed through collaboration between employers/enterprise, education and training providers for matching skills needs.
- **Social Inclusion and Activation Programme (SICAP):** Tailored support to disadvantaged participants in respect of individually identified education, training and employability needs.

Social Inclusion and Community Activation Programme (SICAP)

The SICAP project aims to tackle poverty, social exclusion and long term unemployment in Ireland through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies. SICAP's vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or in unemployment through community development approaches and targeted supports delivered at the local level. In 2015, the Youth Employment Initiative (YEI) co-financed almost 4,000 young people aged 15-24 and not in employment, education or training (NEET) under SICAP. NEET participants received in-depth supports aimed at bringing these young people into or closer to the labour market by way of increasing employability skills, vocational training or activation supports for self-employment.

The budget available for YEI co-financed NEET participants under SICAP is €6 million. [YEI = €2m.]

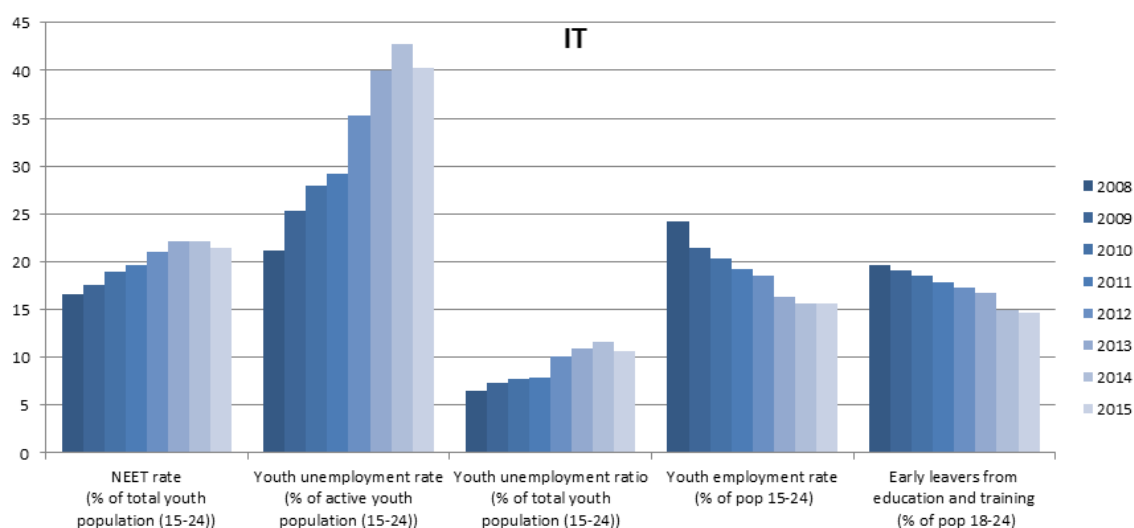
Country profile - ITALY

Key achievements: The Youth Guarantee (YG) scheme has been a driver for many recent reforms aimed at improving support to young people, including a revision ALMPs, new forms of cooperation between public and private employment services, the scaling up of standardised profiling methods and individual support for young people, and a reform of the education system which has strengthened work-based learning in upper secondary school and vocationally-oriented tertiary education. Italy has seen a reduction in the rate of early school leavers in recent years.

Implementation has been significantly scaled up since its launch in May 2014: more than one million young people are now registered with the scheme; and more than 700,000 have signed an "activation pact"⁴¹. Since 2015, the take-up of key measures (traineeships, specialized training) has increased.

Remaining challenges⁴²: to ensure the YG's full implementation and to increase the number of and quality of offers (while the number of young people registered has increased steadily, the number of offers remains limited), including through the stronger employer engagement; to address regional differences in the delivery of the YG; to further improve the quality of VET, including apprenticeships; to strengthen monitoring systems on the implementation of the YG and the effectiveness of individual measures. As regards the YEI, engaging the most vulnerable and disengaged youth not registered with the programme remains a challenge.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Italy presented a Youth Guarantee Implementation Plan in December 2013 and the scheme started in May 2014, targeting young people aged 15-29. Implementation is coordinated by the Ministry of Labour and Social Policy, in conjunction with the regions

⁴¹ Data as of June 2016.

⁴² For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3340>

and the PES. A dedicated website, www.garanziagiovani.gov.it/, allows young people to gather information about and register for the YG.

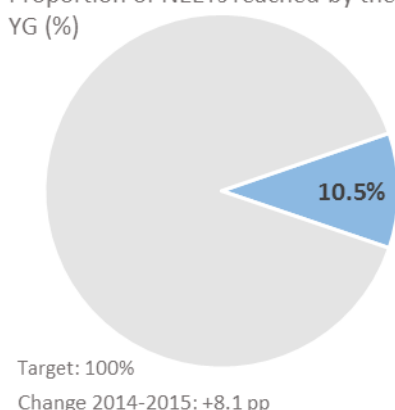
The scheme provides access to employment, education, traineeship and apprenticeship offers, which are supported by a range of active labour market policy instruments.

Key measures developed in support of YG implementation include: new methods of intervention across the country, such as a dedicated portal for online registration and profiling, a standard set of YG interventions and monitoring system; an innovative initiative to improve young people's IT skills, "Growing up digital"; the launch of a new financial instrument to enhance self-employment among young people, "Selfie-employment".

YG monitoring data 2015⁴³

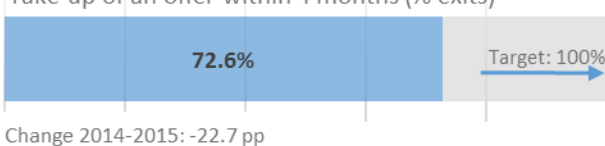
COVERAGE

Proportion of NEETs reached by the YG (%)



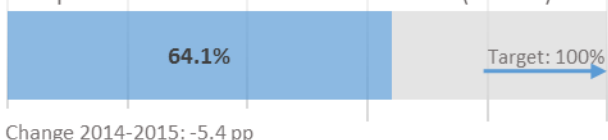
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that whilst the coverage of the Italian YG scheme has improved significantly compared to 2014, it remains very low, with only 10.5% of all NEETs aged under 25 registered. The scheme is open to young people aged 15-29 with enrolment primarily through an online portal. Applicants having expressed an interest to participate in the scheme are assessed for eligibility before being formally registered. By the end of 2015, nearly 880 000 young people (aged 15-29) had declared an interest in the scheme and almost 546 000 thousand been registered. Nevertheless, the coverage indicator for NEETs aged 15-24 suggests that the scheme has not yet gained widespread interest amongst the target group.

Approaching three-quarters (72.6%) of those leaving the scheme in 2015 took up an offer within 4 months of registration. At the same time, more than half (52%) of those in the scheme at any point during the year had been registered for more than 4 months, indicating a progressive accumulation of young people that are not being treated on time. Nearly two-thirds (64.1%) of those leaving the scheme in 2015 were known to be in employment, education or training 6 months afterwards. Longer-term follow-up data of those leaving in 2014 indicate that many outcomes are not sustainable, with the proportion known to be in a positive situation falling from 69.5% after 6 months to 38.5% and 30.2% after 12 and 18 months respectively. However, at least part of the decline may be attributable to increased numbers of people in an unknown situation and the 18 month figure is certainly understated as a sixth of those leaving in 2014 had not

⁴³ Implementation of the YG started in May 2014 so that data for 2014 cover only 8 months of the year.

reached the 18 month observation point at the time of data collection. An adjusted 18 month figure excluding this group would be 36.4%.⁴⁴

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 567,511,248, matched by the same amount from the ESF

Key data:

Number of persons in YEI-supported actions	640,000 persons profiled and waitlisted for YEI operations (March 2016)
Number of persons who completed a YEI operation	194,000 (31/03/2016)
Number of persons in employment or education or training after end of the YEI support	34.5 % were employed 4 weeks later. 39.7% were employed after 3 months 43.8% were employed after 6 months
Total public financial allocation to YEI operations approved for funding (euro)	EUR 1,2 billion (EU and national funding)

Eligible regions: 20 Italian Regions - Piemonte, Valle d'Aosta/Vallée d'Aoste, Liguria, Lombardia, Abruzzo, Molise, Campania, Puglia, Basilicata, Calabria, Sicilia, Sardegna, Provincia Autonoma di Trento, Veneto, Friuli-Venezia Giulia, Emilia-Romagna, Toscana, Umbria, Marche, Lazio. Only Autonomous Province of Bolzano not eligible.

YEI programming: One dedicated national YEI OP. Beneficiaries: NEET aged 15- 29 years.

Actions: 9 standard actions defined at national level, among which orientation, counselling activities, trainings, traineeships, civil service. Every region has the possibility to choose among them a tailor-made set of actions to implement.

Key types of actions currently supported by YEI: The national YEI OP has supported:

- 52.081 specialised training courses and other Regional measures (except vocational guidance, wage incentives, traineeships, measures of national civil services);
- 138.338 traineeships;
- 32.141 wage incentives to enterprises who hired a young enrolled in YG;
- 5.215 measures of national civil service (i.e. social services/public works).

These data refers to intervention completed or still ongoing. Please note that in Italy one YG participant can receive more than one measure.

Enhancing self-employment among young people

⁴⁴ Positive situation is either in employment, education, traineeship or apprenticeship.

The financial instrument "SELFIE-employment" was launched in March 2016 with support from the YEI to enhance self-employment among young people enrolled through micro-credit (up to EUR 25,000) and small loans (up to EUR 50,000). The instrument accounts for a total of around EUR 137,000,000 and it covers a period until 31 December 2020. 8000 application are expected, 4200 applications to be financed.

"SELFIE-employment" aims to support young people who want to engage in entrepreneurship and self-employment activities but would typically not find financing through the traditional channels. If the business idea is evaluated positively, the beneficiary can get loan facilities through the National Revolving Fund, called "SELFIEmployment Fund". In order to reduce the risk associated with starting a business access to credit is conditional to participation in trainings supervised by the regional Chamber of Commerce and support services are provided for the first 12 months after signing of the loan agreement.

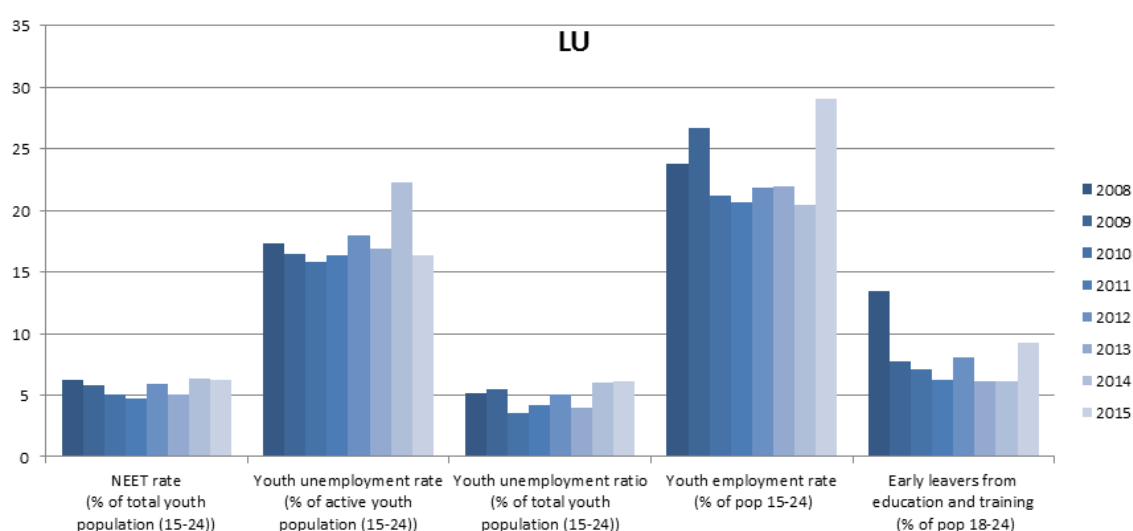
<http://www.garanzigiovani.gov.it/selfiemployment/Pagine/Selfie-employment.aspx>

Country profile - LUXEMBOURG

Key achievements: The Youth Guarantee (YG) scheme builds on comprehensive reforms of the PES and the vocational education and training system, and has led to stronger PES employer-cooperation. Employers offer additional positions to apprentices and partner businesses participate in the "Jobelo" programme. A NEETs study is underway which will inform policy-makers about specific needs of the NEET population and identify relevant policy interventions to address them.

Remaining challenges⁴⁵: to pursue ongoing efforts supporting outreach to NEETs; to pay further attention to the quality of the offers; to monitor the outcomes of YG offers, including sustainable labour market attachment of young people

1. Main trends in young people's labour market performance⁴⁶



Source: Eurostat, LFS

2. Youth Guarantee delivery

Luxembourg presented a YG Implementation Plan in May 2014, with an update planned for 2016. The scheme was launched in June 2014, targeting young people under 25. Implementation is coordinated by Ministry of Labour, Employment and the Social and Solidarity Economy in collaboration with a range public actors (PES, Ministry of Education, Children and Youth, National Youth Service, Department of Children and Youth). Young people can register in person at the PES, the National Youth Service, and the Local Action for Youth. A dedicated YG website has been created: <http://www.jugendgarantie.lu/>

Key measures developed in support of YG implementation include: improved coordination of public service providers; the reform of the PES (with specialised youth services); VET reform; improved data collection on and outreach measures to NEETs; an awareness raising campaign; a new law on solidarity and the social economy promoting

⁴⁵ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3345>

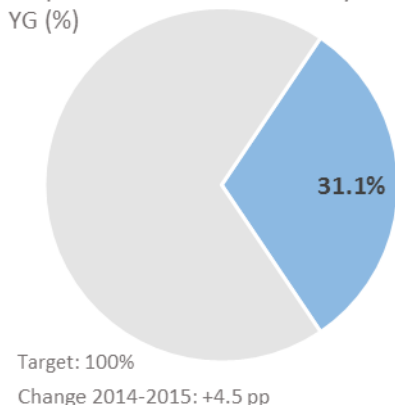
⁴⁶ Break in series NEET (2015), YERt(2015), YER (2015), ESS (2015)

the recruitment of disadvantaged youth); pilot projects (JobNow!, Fit4 Coding Project); employer engagement in 'Jobelo' programme targeting unskilled young people.

YG monitoring data 2015⁴⁷

COVERAGE

Proportion of NEETs reached by the YG (%)



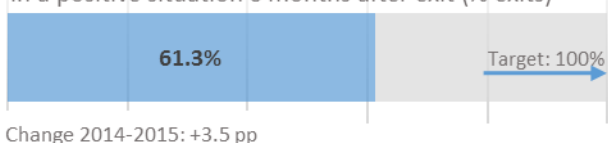
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Luxembourg reached less than a third (31.1%) of NEETs aged under 25, though this is an improvement compared to 2014 (26.6%). Only a third (33.5%) of those leaving the scheme in 2015 took up an offer within 4 months of registration⁴⁸, considerably less than in 2014 (56.6%), though the 2014 figure may be affected by the short period covered (the scheme launched only in June). Follow-up data show that just over three fifths (61.3%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later⁴⁹, a slight improvement on 2014 (57.8%). Longer-term follow-up of those leaving in 2014 suggest that these outcomes can be sustained, with 61.9% known to be in a positive situation 12 months after leaving (18 month data are not available).

⁴⁷ Implementation of the YG started in July 2014 so that data for 2014 cover only 6 months of the year.

⁴⁸ Results for "implementation" are likely to be understated because the destination on exit was unknown for 50.0% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

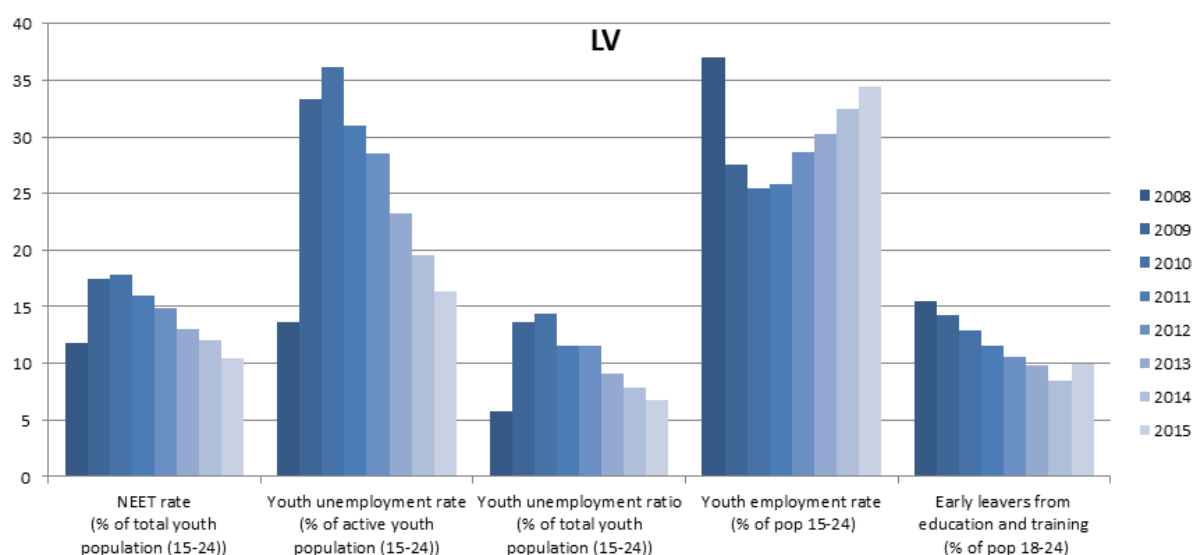
⁴⁹ Results for "outcomes" are likely to be understated because the situation 6m after leaving the YG was unknown for 28.3% of exits. Some of this group may have been in a positive situation.

Country profile - LATVIA

Key achievements: Latvia's youth labour market indicators (youth unemployment, unemployed and inactive NEETs) improved, stemming from a significant increase in the employment rates (rather than transition in further education).

Remaining challenges⁵⁰: to strengthen outreach activities to non-registered NEETs; to improve information sharing on at-risk youth between schools, municipalities and PES; to strengthen assistance to young people facing multiple barriers, including through better links to social services; to improve career guidance services (which currently suffers with problems of impartiality, weak access, little involvement of employers and contacts with the work of work); to further strengthen VET and the supply of quality apprenticeship-type schemes (most notably by strengthening the legal framework and improving employer engagement). As regards the YEI, there is a need to increase the capacity (human resources) of counsellors working at the PES and municipal social services to ensure proper follow-up of disadvantaged young people.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

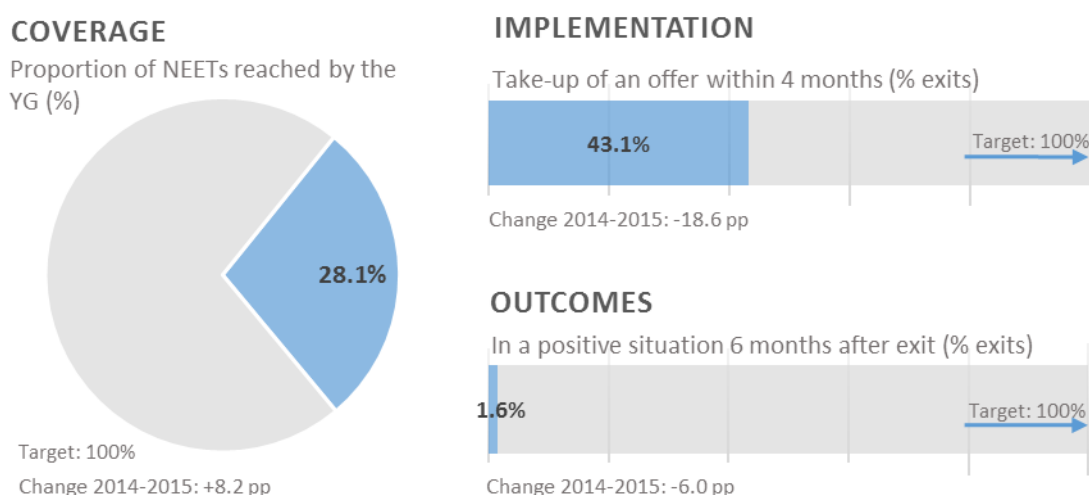
2. Youth Guarantee delivery

Latvia submitted a Youth Guarantee Implementation Plan on 20 December 2013 and updated it in April 2014. The scheme started in January 2014, targeting young people not in employment, education or training aged 15-29 years. Implementation is coordinated by the Ministry of Welfare (supported by a multi-partite Consultative Board), in conjunction with the Ministry of Science and Education, PES, municipalities and youth organisations. Young people can register via the PES, or via VET schools for participation in 2nd chance VET programmes. A dedicated website (www.jauniesugarantija.lv) provides young people with information on relevant contact points and how to register.

⁵⁰ For more detail, see <http://ec.europa.eu/social/BlobServlet?docId=13644&langId=en>

Key measures developed in support of YG implementation include: the setting up of a nationwide YG monitoring system; a communication campaign aimed at raising awareness of the YG among young people; the strengthening of PES capacity to provide tailored support and guidance; the launch of a second chance vocational education programmes leading to a qualification; the development of outreach and activation activities targeting non-registered NEETs (most notably through the national project "Know and Do), first work experience measures in private and NGO sector, subsidised employment measures, business start-up measures; support for regional mobility for NEETs who live in remote areas by covering transportation expenses to the work/training place; supporting NEETs to make informed decisions about their future profession and "Youth workshops" – a 45-day training course in 3 vocational fields.

YG monitoring data 2015⁵¹



Results of YG monitoring for 2015 show that the Latvian YG scheme reached less than a third (28.1%) of NEETs aged under 25, though this is an improvement compared to 2014 (19.9%). Just over four in ten (43.1%) of those leaving the YG in 2015 took up an offer within 4 months of registration⁵², noticeably down on the previous year (61.7%). Follow-up data are of limited value because Latvia lacks capacity to track all those leaving the YG. The majority of those leaving the YG in 2015 were in an unknown situation 6 months later (62.6%), or had not yet reached the observation point when the data were collected (35.7%), with only 1.6% known to be in employment, education or training. Longer-term follow-up data showing the situation of participants that left the YG in 2014, 12 and 18 months after exiting are not available.

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 29,010,639 matched by the same amount from the ESF

Key data:

Number of persons in YEI-supported actions	10,967
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⁵¹ Data for 2014 do not include young people already registered as unemployed on 31 December 2013 and who may have benefitted from relevant services/measures during the year.

⁵² Results for "implementation" are likely to be understated because the destination on exit was unknown for 24.2% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

Number of persons who completed a YEI operation	4,375
Number of persons in employment or education or training after end of the YEI support	1,427
Total public financial allocation to YEI operations approved for funding (euro)	EUR 62.3 million

Eligible regions: all the MS territory.

YEI programming: YEI is programmed as a priority axis within the only Latvian OP (multi-fund).

Key types of actions currently supported by YEI:

Latvia implements initial VET programmes under the YG, for young people to participate in a second chance VET programme to acquire a vocational qualification within 1 or 1.5 years.

Other actions supported by YEI are the following: consultations and career guidance; training measures (languages, IT skills, short training modules on developing basic competences); "Workshops for Youth", where the young people can try out three different professions in vocational education schools; subsidised work places; "Business start-up" support programme; regional mobility support

Implementation of vocational education programs for young people not in employment and training

In the framework of the 2014-2020 Multi-Fund Operational Programme "Growth and Employment", the State Education development agency implements YEI and ESF co-financed national project "Implementation of vocational education programs for young people not in employment and training". The project is running between 1 June 2014 and 31 August 2018.

Within the project youth aged 17 to 29 years with basic, secondary or vocational secondary education (if professional qualification was gained no earlier than 12 months ago), can participate in 1 and 1,5 years long VET programmes and gain a vocational qualification. The aim of the project is to increase the employability of unemployed young people and their ability to adapt to changing labour market demands.

Each year the list of available professions is determined via consultation with the sectorial expert councils that bring together employers (as well as trade unions, government and independent experts). Thus, young people can be assured that these professions are in demand in the labour market, and can choose out of 100 different professions in various sectors – Construction, Electronics, Information and Communication Technologies, Metal processing and mechanical engineering, Chemical industry, Food industry, Forestry, Agriculture, Transport and Logistics, Tourism, Catering and Hospitality, Health and Care, Commerce and Administration, etc. The training also includes a 15-week work-based practice with an employer.

Moreover, students are provided with free accommodation in dormitories, career guidance measures, as well as additional financial support (a scholarship from 70 up to 115 euros per month), if needed and if the a student shows good results and has no unjustified absences.

Country profile - LITHUANIA

Key achievements: The Youth Guarantee (YG) scheme enabled more attention to early intervention and tailored active labour market services to the youth. A NEET identification system is currently being set up targeting unregistered NEETs. Awareness-raising activities have been launched, even though outreach, especially to those furthest away from the labour market, remains a challenge.

Remaining challenges⁵³: to further improve the identification of and outreach to inactive and unregistered NEETs; to further assess the quality and long-term sustainability of YG outcomes; to include measures for the validation of informal and non-formal learning. As regards the YEI, delays in public procurement procedures should be minimised to ensure timely delivery. There is a need to focus on the quality of YEI-supported measures.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Lithuania presented a Youth Guarantee Implementation Plan in December 2013, updated in November 2014. The scheme started in January 2014, targeting young people under 30. Implementation is coordinated by the Ministry of Social Security and Labour, in partnership with the Ministry of Education and Science, the Ministry of Economy and stakeholders (e.g. youth organisations, social partners). Young people can register in person or online through local public employment services, which mostly include a dedicated Youth Job Centre. Online registration is also possible for activation and motivation services for inactive NEETs under the project “Discover Yourself”⁵⁴.

Key measures developed in support of YG implementation include: improved attention to early activation and intervention, through open youth work, projects targeting inactive NEETs and a NEET identification system; reinforced stakeholder co-operation;

⁵³ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3342>

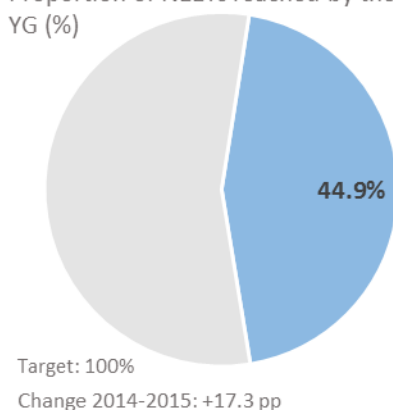
⁵⁴ See <http://goo.gl/forms/t1r8rmx2ly69QPdn1>. Registration with the Youth Guarantee will be possible via a dedicated website, which is currently being developed.

amendments to the Law on Support to Employment aimed at more start up support and practical experiences for young people.

YG monitoring data 2015⁵⁵

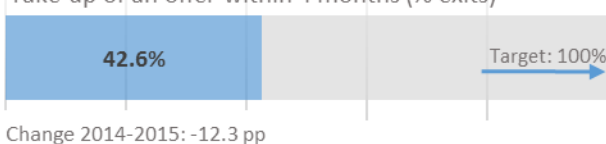
COVERAGE

Proportion of NEETs reached by the YG (%)



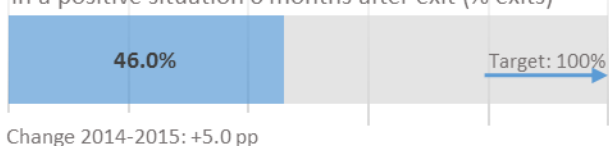
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Lithuanian YG scheme reached less than half (44.9%) of all NEETs aged under 25, though this is a significant improvement compared to 2014 (27.6%). Just over four in ten (42.6%) of those leaving the YG in 2015 took up an offer within 4 months of registration⁵⁶, down on the previous year (54.9%). Approaching half (46.0%) of those leaving the scheme in 2015 were known to be in employment, education or training 6 months afterwards⁵⁷, an increase of 5 percentage points compared to the previous year (41.0%). Longer-term follow-up data for those leaving the YG scheme in 2014 suggest that outcomes are sustainable with the proportion known to be in a positive situation being 41.0% after 6 months and 42.5% after 12 months. The 18-month figure is lower at 36.1% but this is understated because more than a tenth had not reached the observation point at the time of data collection and an adjusted figure to exclude this group would be 41.1%, which is in line with the 6 & 12 month figures.⁵⁸

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 31,782,633, matched by the same amount from the ESF

Key data

Number of persons in YEI-supported actions	1362
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⁵⁵ Data for 2014 do not include young people already registered as unemployed on 31 December 2013 and who may have benefitted from relevant services/measures during the year.

⁵⁶ Results for "implementation" are likely to be understated because the destination on exit was unknown for 35.5% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

⁵⁷ Results for "outcomes" are likely to be understated because the situation 6m after leaving the YG was unknown for 35.2% of exits. Some of this group may have been in a positive situation.

⁵⁸ Positive situation is either employment, education, traineeship or apprenticeship.

Number of persons who completed a YEI operation	733
Number of persons in employment or education or training after end of the YEI support	146
Total public financial allocation to YEI operations approved for funding (euro)	EUR 69,173,966

Eligible regions: all the MS territory.

YEI programming: YEI is programmed as a specific objective under priority axis "Promoting quality employment and participation in the Labour Market" within the only Lithuanian OP (multi-fund).

Key types of actions currently supported by YEI:

The YEI is implemented under two major projects – "Discover yourself" and "A new start".

Foreseen ESF (non-YEI) support to youth employment measures 2014-2020

'Discover yourself' Project

The project 'Discover Yourself' is implemented by the Lithuanian Labour Exchange (LLE), acting as a leading partner, and the Department for Youth Actions (DYA). Each institution coordinates a separate strand of the project targeting different NEET groups. LLE's programme is designed for active NEETs who are officially registered with LLE as unemployed whereas DYA targets inactive NEETs. It is planned that 23,000 unemployed NEETs and 12,000 inactive NEETs will participate in the project, which kicked-off in September 2015 and will be implemented until the end of 2018. Nearly EUR 34 million will be invested over the course of the project (approx. EUR 1,000/participant on average).

Unemployed NEETs that are unprepared for the labour market will be assessed and offered one of the following packages of services: 1) a package for returning to the labour market, 2) a package for returning to the educational system, 3) a package for self-employment. Each package includes in-class individual and group activities as well as short traineeships in selected enterprises or visits to various companies and educational institutions. Most of these services will be additional new services to the standard provision of the Public Employment Service.

Unemployed NEETs that are prepared for the labour market but lack specific competences or social skills will be involved in training on additional skills and competences. They will also participate in meetings with employees and visits to companies. In addition, about half of them will also be provided with informal vocational training of up to 3 months.

Measures for inactive NEETs include enhancing this group's motivation for working or learning. Programme participants will receive psychological counselling and participate in various soft skill development workshops. In addition, participants will be

encouraged to take part in voluntary activities at one of the companies or NGOs supporting the project 'Discover Yourself'.

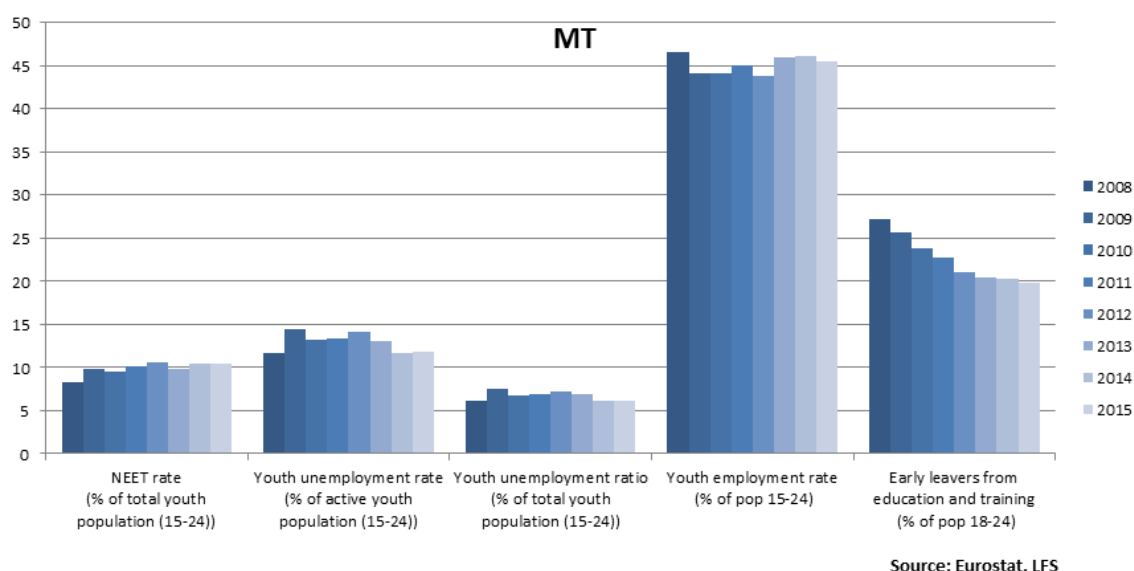
Support will be provided for up to 4 months, which should be a sufficient amount of time for unemployed NEETs, but is a relatively short period for the most disadvantaged inactive NEETs who will be able to continue with other YEI-supported measures.

Country profile - MALTA

Key achievements: The Youth Guarantee (YG) scheme has served to place greater emphasis on identifying and supporting potential school dropouts as well as activating NEETs through a combined programme of mentoring and traineeships. A NEET census, carried out in 2015, is expected to contribute to a better understanding of their needs and support the formulation of tailored actions addressing the specific needs of a very heterogeneous group.

Remaining challenges⁵⁹: to pursue the current policy focus on preventive measures aimed at tackling early school leaving and improving transitions from education to employment (this is particularly important in view of the high early school leaving rates and the low educational attainment of two thirds of NEETs); to strengthen the VET system ensure that it provides young people with relevant skills needed on the labour market; to continue efforts to reach out to inactive or unregistered NEETs.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Malta presented a YG Implementation Plan in February 2014, updated in November 2015. The scheme started in July 2014 and targets young people under 25. The Ministry for Education and Employment is responsible for overall coordination of the YG, while the PES is involved in the implementation and monitoring, as is the Directorate for Lifelong Learning and Early School Leavers. Young people (including inactive youth, those on social benefits and at risk of dropping out of education) can receive information on how to join the YG by contacting the YG office within the Ministry of Education and Employment, further to a Facebook page: www.facebook.com/youthguaranteemalta. Further information can also be obtained through the Maltese Public Employment Services website: <https://jobsplus.gov.mt/schemes-jobseekers/youth-guarantee-scheme>.

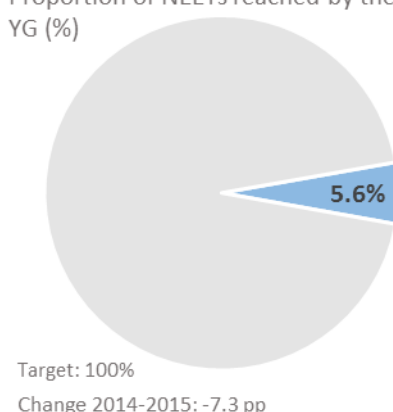
⁵⁹ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3346>

Key measures developed in support of YG implementation include: a dual approach comprising both preventative measures (e.g. Alternative Learning Programme and remedial classes for students at risk of early school leaving) and reactive measures (e.g. NEETs Activation Scheme focusing on continued education and work experience); a NEET Census expected to contribute to a better understanding of their needs and define more tailored measures; the formulation of a definition of good quality offers; a 2014 Early School Leaving Strategy; efforts to provide second chance education; a 2014 National Literacy Strategy for All.

YG monitoring data 2015⁶⁰

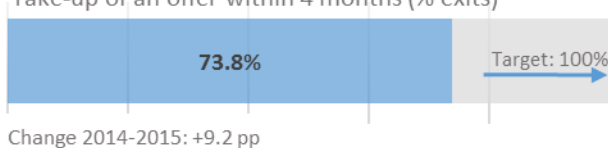
COVERAGE

Proportion of NEETs reached by the YG (%)



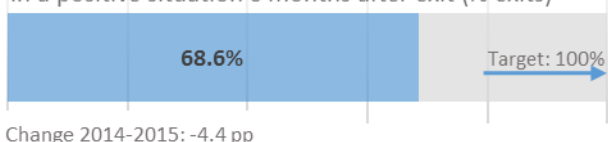
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Malta reached less than one in ten (5.6%) of all NEETs aged under 25 and fewer than in 2014 (12.9%). The low coverage is partly explained by a focus on preventative policies that are not covered by the monitoring data (because the beneficiaries are not NEETs). Almost three-quarters (73.8%) of those leaving the YG in 2015 took up an offer within 4 months of registration, a noticeable improvement on the previous year (64.6%). More than two thirds (68.6%) of those leaving the scheme in 2015 were known to be in employment, education or training 6 months afterwards⁶¹, slightly less than in 2014 (73.0%). Longer-term follow-up data for those leaving the YG scheme in 2014 suggest that outcomes are sustainable with the proportion known to be in a positive situation increasing to 74.2% after 12 months and to 83.2% after 18 months.⁶²

⁶⁰ Implementation of the YG started in July 2014 so that data for 2014 cover only 6 months of the year.

⁶¹ Results for "outcomes" are likely to be understated because the situation 6m after leaving the YG was unknown for 23.6% of exits. Some of this group may have been in a positive situation.

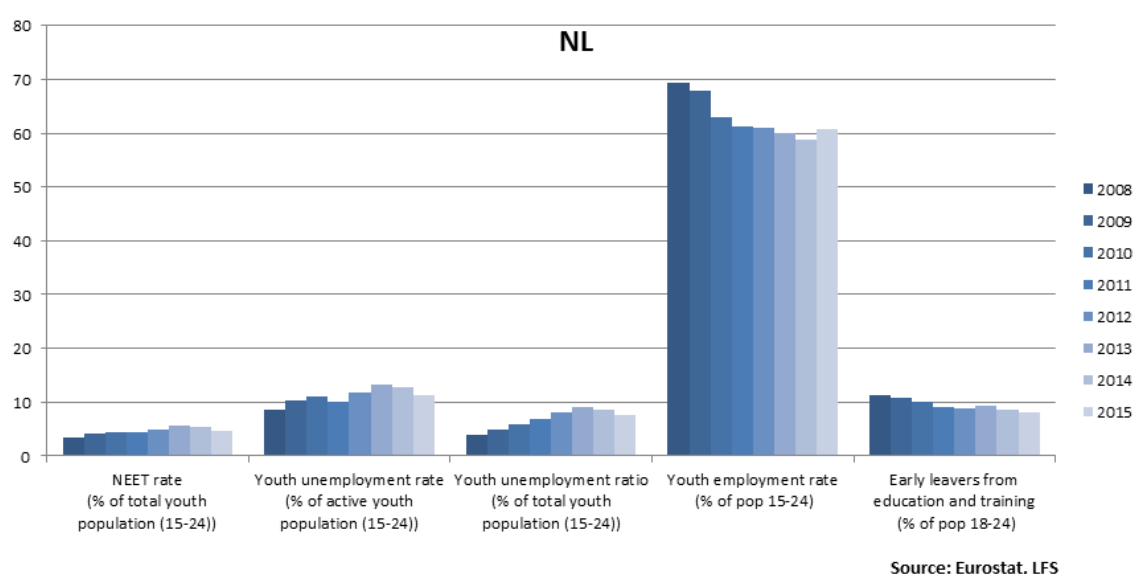
⁶² Positive situation is either in employment, education, traineeship or apprenticeship.

Country profile - NETHERLANDS

Key achievements: Both unemployed and inactive NEETs decreased more compared to adult unemployment and inactivity. The Youth Guarantee (YG) scheme helped strengthen strong working links with the municipalities. Attention has been given to improving the quality of education, including initiatives to support work-based training within VET, offering incentives for employers to provide more and better quality internships, and fighting early school leaving

Remaining challenges⁶³: to support young people with a migrant background; to monitor the outcomes of YG offers including sustainable labour market attachment of young people, as there may be a link with overall labour-market segmentation.

1. Main trends in young people's labour market performance⁶⁴



2. Youth Guarantee delivery

The Netherlands presented a YG Implementation Plan in April 2014. The scheme targets young people under 27 years. It is coordinated by the Ministry of Social Affairs and Employment and the Ministry of Education, Culture and Science, with a range of partners for delivery, including labour market regions, the PES, municipalities, schools, employers, social partners and young people. Young people can register via three points: schools, the PES and municipalities.

Key measures developed in support of YG implementation include: increasing the amount of work-based training in vocational education and training programmes; incentives to employers to increase job opportunities for youth ('Work Agreements') and provide more and better quality internships; a national survey of NEETs and subsequent outreach agreements (early 2016) between central government and 35 municipalities.

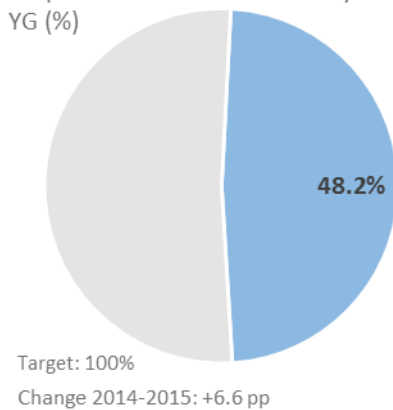
⁶³ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3347>

⁶⁴ Break in series NEET(2013), ESS (2013)

YG monitoring data 2015⁶⁵

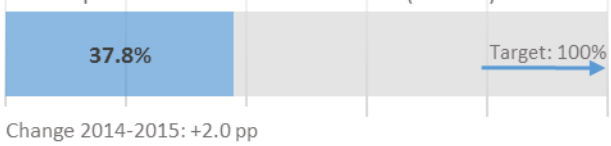
COVERAGE

Proportion of NEETs reached by the YG (%)



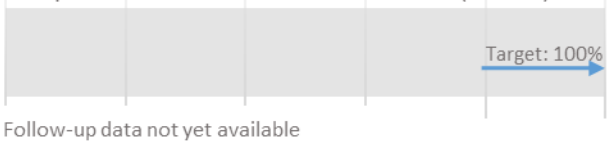
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Dutch YG scheme reached almost half (48.2%) of all NEETs aged under 25, a noticeable improvement on 2014 (41.6%). The Dutch monitoring data do not include a 4-month observation point but it is estimated that fewer than two out of five of those leaving the YG in 2015 (37.8%) took up an offer within 4 months of registration, slightly more than in the previous year (35.8%). The difficulty to deliver timely offers is reflected in the estimate that more than half (54.7%) of those in the scheme at any point during the year had been registered for more than 4 months, with nearly half of these (25.1% of the total) registered for more than 12 months. Follow-up data to look at subsequent outcomes are not available.

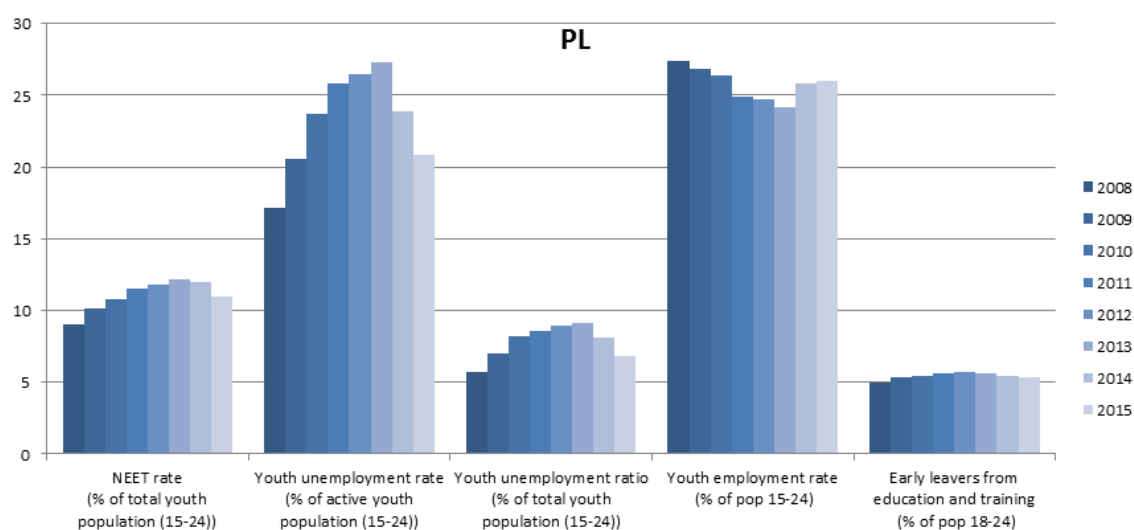
⁶⁵ Data cover only young people in receipt of an unemployment or social assistance benefit and therefore miss NEETs not in receipt of a benefit.

Country profile - POLAND

Key achievements: The Youth Guarantee (YG) scheme led to new measures such as "Job for the youth" and activation projects that are likely to have a positive influence on youth employment.

Remaining challenges⁶⁶: to address labour market segmentation, which is characterized by a high use of temporary contracts among young people as well as a low level of youth labour market participation (the excessive use of temporary contracts, with a low transition rate towards standard permanent employment (only 18.3%) has a negative effect on productivity and the accumulation of human capital); to support outreach to unregistered NEETs; to further improve the quality of the offers; to include measures for the validation of informal and non-formal learning. As regards YEI measures, there is a need to improve communication between the implementing institutions and the Managing Authority and improve participation levels.

1. Main trends in young people's labour market performance⁶⁷



Source: Eurostat, LFS

2. Youth Guarantee delivery

Poland presented a Youth Guarantee Implementation Plan in December 2013, revised in October 2015. The scheme began in January 2014, initially targeting young people under 25. In October 2015 the age limit was raised to 29 years. Implementation is coordinated by the Ministry of Family, Labour and Social Policy, in cooperation with the Ministry of Development. A dedicated website was created⁶⁸. Young people can register in local PES and Voluntary Labour Corps offices, as well as online via the PES website.

Key measures developed in support of YG implementation include: a 2014 amendment to the act on employment promotion and labour market institutions, which aims to improve PES efficiency by profiling support and individualising service provision;

⁶⁶ For more detail, see: <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3348>

⁶⁷ Break in series NEET(2013), ESS (2013)

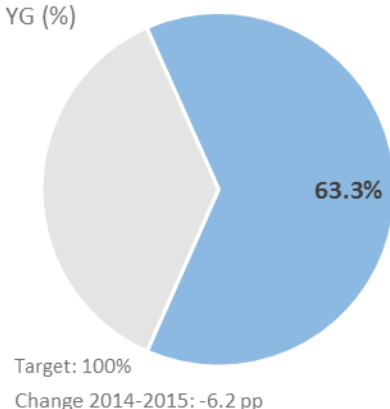
⁶⁸ <http://gdm.praca.gov.pl/>

introducing new activation tools (vouchers for training, employment, traineeships and settlement, start-up loans, tripartite training agreements); the programme "Job for the youth" with wage subsidies for over 100,000 unemployed young people in 2016-2018.

YG monitoring data 2015⁶⁹

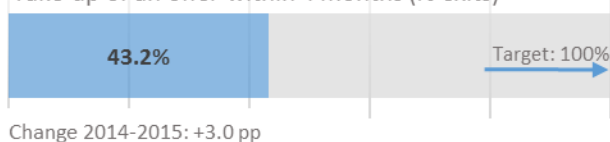
COVERAGE

Proportion of NEETs reached by the YG (%)



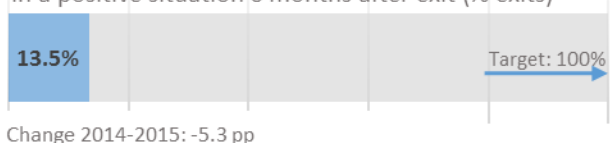
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Polish YG scheme reached slightly under two thirds (63.3%) of all NEETs aged under 25, though coverage has declined a little compared to 2014 (69.5%). More than four out of ten of those leaving the YG in 2015 (43.2%) took up an offer within 4 months of registration, slightly more than in the previous year (40.2%). At the same, more than half (56%) of those in the scheme at any point during the year had been registered for more than 4 months and just under half of these (27.2% of the total) for more than 12 months, suggesting a possible accumulation of young people that are harder to place. Follow-up data show that less than one in eight (13.5%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, though this figure is likely to be significantly understated as the situation was unknown for more than two thirds of exits (67.7%). Longer-term follow-up data for those leaving the YG scheme in 2014 show the proportion known to be in a positive situation falling from 18.8% after 6 months to 9.3% after 18 months but this fall reflects an increasing proportion of unknowns and does not give any useful indication as to the sustainability of offers.

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 252,437,822 matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions to date	87,826
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⁶⁹ Results for "implementation" are likely to be understated because the destination on exit was unknown for 28.7% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

Number of persons who completed a YEI operation	62,787
Number of persons in employment or education or training after end of the YEI support	53,804
Total public financial allocation to YEI operations approved for funding (euro)	EUR 331,854,087

Eligible regions: 10 regions - Łódzkie, Małopolskie, Lubelskie, Podkarpackie, Świętokrzyskie, Zachodniopomorskie, Lubuskie, Dolnośląskie, Kujawsko-Pomorskie, Warmińsko-Mazurskie.

YEI programming: YEI is a dedicated priority axis within OP Knowledge Education Development. Key actions: Support primarily delivered in the form of internships, training and other types of continuing education. Development of entrepreneurship, self-employment and geographical and professional mobility are also financed. Comprehensive assistance is channelled mainly via Labour offices (PES), Voluntary Labour Corps and employment agencies.

Key types of actions currently supported by YEI: Traineeships, Apprenticeships, First job experience, Voucher schemes, Geographical and professional mobility.

"Idea for Yourself" and "Equal Labour Market"

Among initiatives within the YEI-funded priority axis 'Young people on the labour market' are the two projects for NEETs run by the Voluntary Labour Corps (Ochotnicze Hufce Pracy): 'Idea for yourself' (Pomysł na siebie) and 'Equal labour market' (Równi na rynku pracy):

- The project 'Idea for yourself' aims at improving the situation of NEETs aged 15-17 by bringing them back into education or training and helping them in the acquisition of professional qualifications. It targets 1,320 young people.
- The project 'Equal labour market' aims at young people aged 18-24 that are in particularly difficult situations due to family and social situations (families with long-term unemployment, socially disadvantaged, dysfunctional), are not in employment, education or training (NEETs), lack formal and professional qualifications and professional experience or possess qualifications that are not required by the labour market. It targets 6,180 young people.

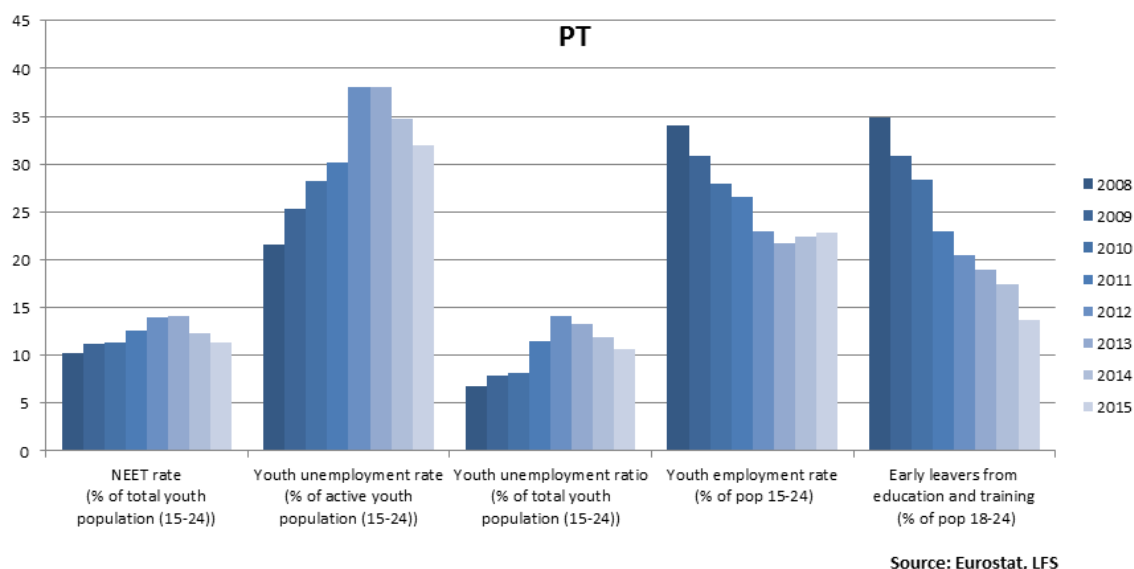
Both projects were run in all Polish regions (YEI and ESF funding) from 1 August 2014 until 31 December 2015. The budget allocation for these two projects accounts for almost EUR 16 million. The support provided to young beneficiaries is individualised and covers a broad range of services, including job counselling, pedagogical and psychological assistance, legal assistance, interpersonal training, professional training and 6-month internships.

Country profile - PORTUGAL

Key achievements: Portugal experienced a significant decrease in youth unemployment and NEETs in 2014-2015. Youth inactivity decreased more strongly, compared to the adult population. A number of measures have been set up to support outreach to non-registered NEETs and those students at risk of becoming so upon completing compulsory education, including a broad network of partners engaged in the implementing the YG and a nation-wide outreach campaign in spring of 2015. Progress has been made in increasing the young people's enrolment rates in VET, while also taking steps towards improving its labour market relevance.

Remaining challenges⁷⁰: to pursue ongoing efforts to support outreach to non-registered NEETs; to pursue ongoing efforts to strengthen the VET system and align it to labour market needs, mainly by strengthening work based learning and streamlining the programmes offered; to improve monitoring of follow-up of YG participants. As regards the YEI, there is a need to improve the data collection and reporting system.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

The Portuguese Youth Guarantee Implementation Plan was presented in December 2013 and the scheme, open to NEETs under 30 years, was introduced in January 2014. The PES is responsible for the management of the YG scheme and for coordinating partnerships. Implementation involves ministries, youth organisations, trade organisations, social partners and other VET and social inclusion institutions. Young people can register via the PES either in person or online: <https://www.garantiajovem.pt/>, or via a network of YG providers.

Key measures developed in support of YG implementation include: outreach to non-registered NEETs through a broad network of partners and a nation-wide outreach

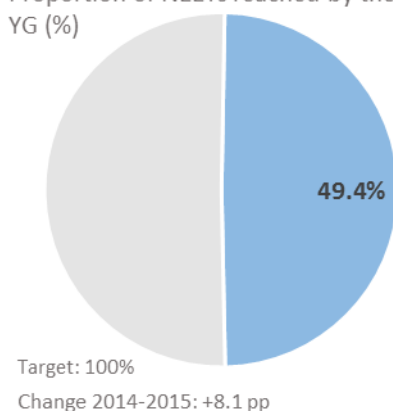
⁷⁰ For more detail, please see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3349>

campaign; a YG online platform; steps towards improving Vocational Education and Training's labour market relevance; a network for vocational guidance, job search techniques and career management.

YG monitoring data 2015⁷¹

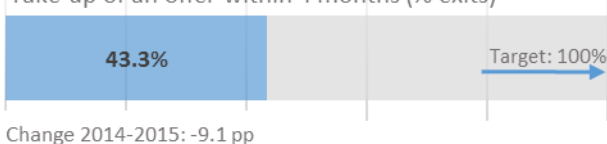
COVERAGE

Proportion of NEETs reached by the YG (%)



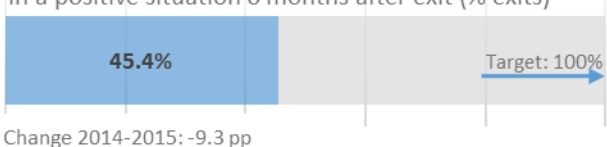
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Portuguese YG scheme reached almost half (49.4%) of all NEETs aged under 25, a noticeable improvement on 2014 (41.3%). More than four out of ten of those leaving the YG in 2015 (43.3%) took up an offer within 4 months of registration⁷², somewhat fewer than in the previous year (52.4%). A slightly higher proportion (45.4%) were known to be in employment, education or training 6 months after leaving the scheme⁷³. Longer-term follow-up data for those leaving in 2014 suggest that outcomes are sustainable, with the proportion known to be in a positive situation being 54.7% after 6 months and 54.9% after 12 months. The 18-month figure is lower at 39.8% but this is understated because more than a fifth had not reached the observation point at the time of data collection and an adjusted figure to exclude this group would be 50.5%, not far below the 6 & 12 month figures.⁷⁴

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 160,772,169.00, matched by the same amount from the ESF.

Key data:

Number of persons in YEI-supported actions to date	40,788 persons (71,162 participation results by end-2015*)
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⁷¹ Implementation of the YG started in March 2014 so the data for 2014 cover only 10 months of the year but include some of those already registered at the end of February following individual reassessment.

⁷² Results for "implementation" are likely to be understated because the destination on exit was unknown for 30.4% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

⁷³ Results for "outcomes" are likely to be understated because the situation 6m after leaving the YG was unknown for 27.3% of exits. Some of this group may have been in a positive situation.

⁷⁴ Positive situation is either in employment, education, traineeship or apprenticeship.

Number of persons who completed a YEI operation	13,215
Number of persons in employment or education or training after end of the YEI support	3,250
Total public financial allocation to YEI operations approved for funding (euro)	EUR 166,033,902

*200,565 participation results by mid-July 2016

Eligible regions: the entire MS territory, including the outermost regions of the Azores and Madeira

YEI programming: YEI is implemented under a dedicated priority axis of the Social Inclusion and Employment OP. Measures targeting NEETs from 15 up to 29 years old include: traineeships, employment/hiring incentives, and qualification/education measures.

Key types of actions currently supported by YEI:

Measures targeting NEETs from 15 up to 29 years old include: traineeships, employment/hiring incentives, and qualification/education measures.

Professional Apprenticeship at the Public Central Administration

The YEI-funded Professional Apprenticeship at the Public Central Administration Programme ("Programa de Estágios Profissionais na Administração Pública Central" PEPAC) targets young people looking for their first job, young unemployed graduates and also young people that are employed but in jobs unsuitable to their area and/or level of expertise.. Young people under 30 years can benefit from professional apprenticeships within the public administration. Young people aged between 30 and 35 years with more than 60% of disability can also be admitted. The apprenticeship lasts for 12 months (non-renewable) and is paid (€691.71 per month).

The main objectives are:

- To provide young people with training opportunities in a context of real job;
- To promote new competences with a view to modernising the quality of public service provision;
- To guarantee the acquisition of new skills while ensuring an improvement service delivery within public administrations and fostering the development of the sense of public service;

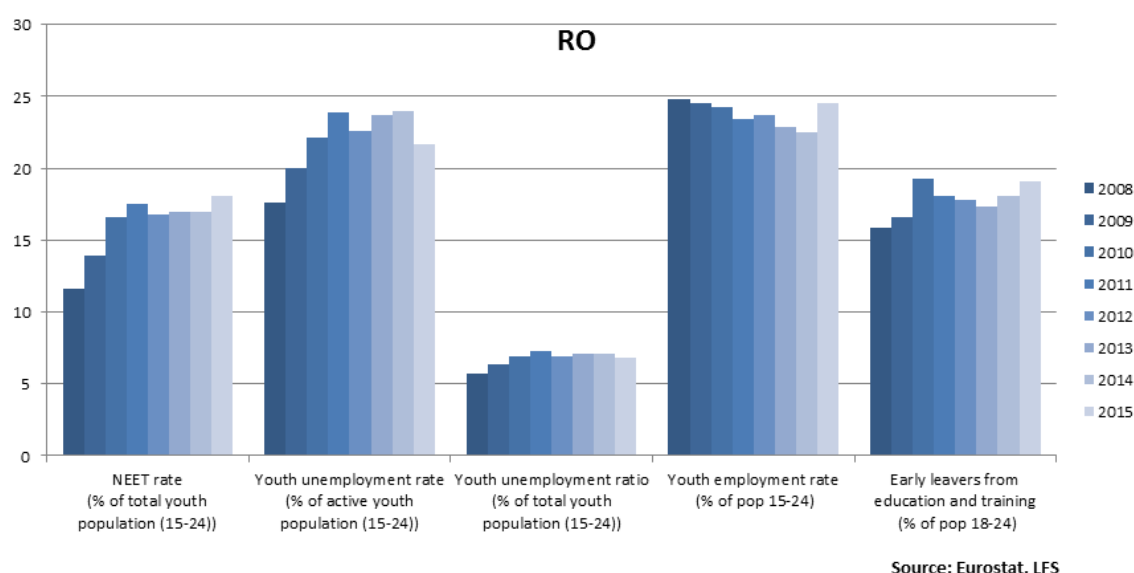
To facilitate the contact between young people and workers to avoid isolation, marginalisation and demotivation.

Country profile - ROMANIA

Key achievements: Romania's youth unemployment decreased by more, compared to the adult population. The Youth Guarantee (YG) scheme led, inter alia, to pilot Youth Guarantee Centres and a modified apprenticeship act and a law on traineeships for higher education graduates, although these measures have had a more limited take-up than initially expected. A strategy for adopting early school leaving was adopted in 2015. A more integrated approach, offering pathways to NEETs and centred on the PES is currently being developed.

Remaining challenges⁷⁵: to enhance the impact and take-up of key measures, (most notably apprenticeships and traineeships); to strengthen PES capacity to reach out to non-registered NEETs (pilot measures in several counties have had only limited success in reaching NEETs who are not registered with the PES); to strengthen cooperation between partners and providing more integrated approaches with sustainable outcomes (cooperation between the PES, social and health services, schools, universities, social partners and private stakeholders is not yet sufficiently developed); to tackle early school leaving with a specific focus on early detection, prevention and remedial programmes (including second chance education); to continue with ongoing efforts to strengthen the VET system (with stronger links to labour market needs), and step up the implementation of dual education. As regards the YEI, there are significant risks for implementation due to the fact that YEI operations are still at a preparatory phase and activities have not yet started, which should be addressed as a matter of priority, in order to achieve the objectives in the OP and avoid losing YEI funding.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Romania presented a Youth Guarantee Implementation Plan for 2014-2015 in December 2013, with a revision currently in preparation covering the period 2016-2020. The

⁷⁵ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3350>

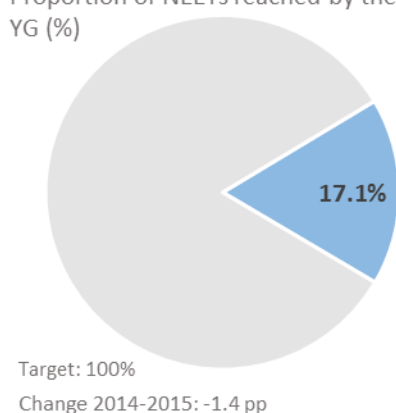
scheme started in January 2014, targeting young people under 25. Implementation is coordinated by the Ministry of Labour, Family, Social Protection and Elderly, in partnership with stakeholders (including business, civil society and unions). Young people can register through the PES and its territorial structures. A website <http://garantiapentrutineret.ro/> provides information on the scheme and relevant contact points.

Key measures developed in support of YG implementation include: the piloting of 27 YG Centres for supporting NEETs; a modified apprenticeship act and a law on traineeships for higher education graduates; apprenticeship and traineeship grants; a database on non-registered NEETs, the assessment of skills and competences acquired non-formally and informally.

YG monitoring data 2015

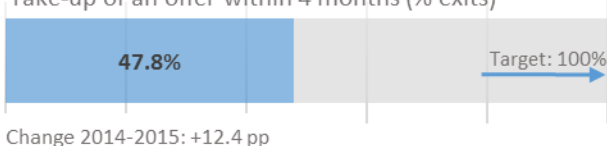
COVERAGE

Proportion of NEETs reached by the YG (%)



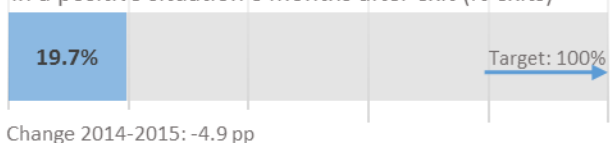
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Romania reached only 17.1% of NEETs aged under 25, slightly fewer than in 2014. Approaching half (47.8%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, a significant improvement compared to 2014 (35.4%). Follow-up data show that less than one in five (19.7%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, which is down on 2014 (24.6%), though both figures are likely to be understated as the subsequent situation was unknown for the majority of leavers (79.4% in 2015 and 74.4% in 2014). Longer-term follow-up data to look at subsequent outcomes 12 and 18 months after exit are not available.⁷⁶

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 105,994,315 matched by the same amount from the ESF

YEI implementation – key data:

Number of persons in YEI-supported actions to date	n/a
Number of persons who completed a YEI operation	n/a

⁷⁶ Positive situation is either in employment, education, traineeship or apprenticeship.

Number of persons in employment or education or training after end of the YEI support	n/a
Total public financial allocation to YEI operations approved for funding (euro)	n/a

Eligible regions: 3 regions – Centru, Sud-Est, Sud – Muntenia.

YEI programming: YEI is programmed as a priority axis within the OP "Human Capital".

Key types of actions currently supported by YEI:

YEI Measures support personalised integrated package services for (already registered) young NEETs, based on a profiling procedure conducted by the PES. The planned activities include: provision of traineeships and apprenticeships; provision of first job experience; wage and recruitment subsidies; job and training mobility measures; quality vocational education and training courses.

YEI implementation as such has not yet started in Romania. Romanian authorities are currently elaborating competitive calls under the YEI, aimed to provide integrated packages of personalised services (e.g. training, employment, apprenticeships and traineeships, education) for young NEETs registered with PES. This is supported by a non-competitive project of outreach to non-registered NEETs and registering them with Public Employment Service, by teams involving PES advisers, social services and other relevant local actors.

Youth Guarantee Centres

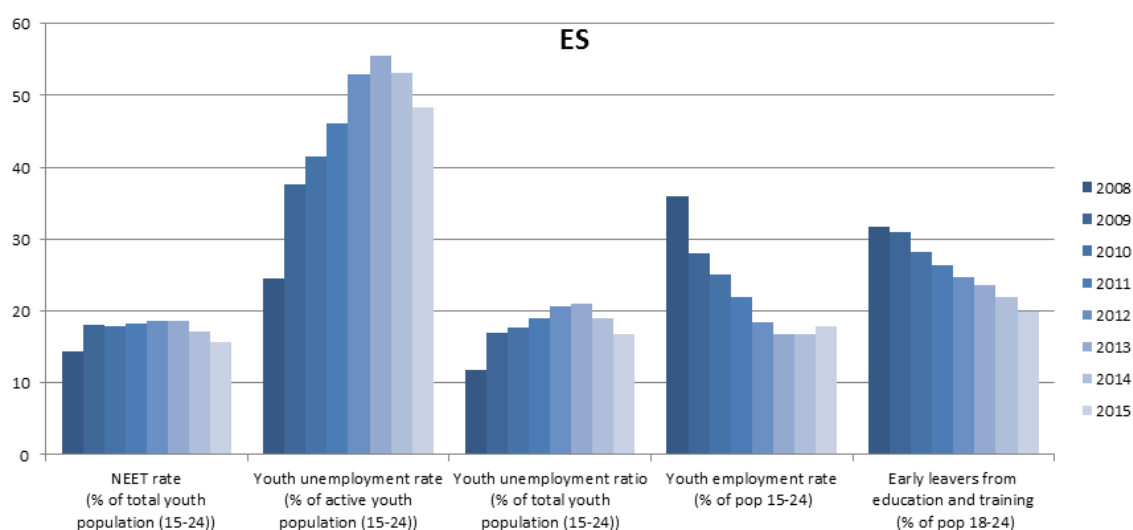
Although YEI implementation has not yet started, ESF-funded measures have been put in place to support the implementation of the national youth guarantee scheme. For instance, 27 pilot Youth Guarantee Centres were established throughout the country, by the Ministry of Labour with partners from the business community, trade unions, NGO's, professional, associations, foundations. Their objective was to reach the young NEETs in the country, provide them with counselling and guidance services and then direct them towards either the network of the local PES or place them directly within apprenticeship schemes at employers or smoothen their transition to the world of work by sending them to an authorized skills assessment centres.

Country profile - SPAIN

Key achievements: The Youth Guarantee (YG) scheme contributes to the broader national strategic framework for employment policy. It is supporting the creation a wide partnership for YG implementation and a monitoring system based on a single integrated information system. Spain introduced seven youth-related reforms during 2014 alone⁷⁷. Youth unemployment decreased by more than could have been expected given GDP growth.

Remaining challenges⁷⁸: to ensure full YG implementation by improving the number of registered participants and the number of offers; ensuring full involvement of regional PES; completing the development of an integrated information system; developing tailored outreach mechanism to identify those NEETs hardest to reach; and improving coordination within the partnership for YG implementation. As regards the YEI, data collection across the implementation in the regions remains a major challenge: for the moment there is no comprehensive registration system of participants that covers the whole OP. Similarly, participation numbers are lower than expected, especially of the most vulnerable NEET groups.

1. Main trends in young people's labour market performance⁷⁹



Source: Eurostat, LFS

2. Youth Guarantee delivery

Spain presented a Youth Guarantee Implementation Plan on 19 December 2013 and the scheme started in July 2014, targeting young people aged 15-24 (and up to 29 since July 2015). Implementation is coordinated by the Ministry of Employment and Social Security. A dedicated website, <https://garantiajuvenil.mtin.gob.es> allows young people to gather information about and register for the YG.

⁷⁷ LABREF database

⁷⁸ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3353>

⁷⁹ Break in series NEET (2014)

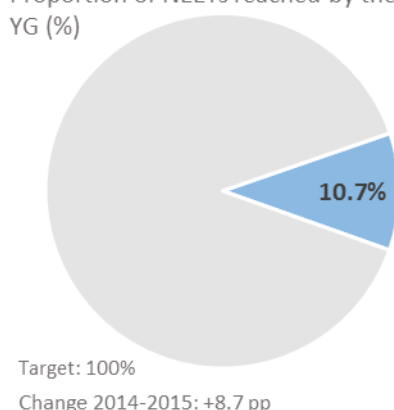
Implementation has been scaled up since its launch in July 2014: on 31 May 2016, 282,000 young people were registered with the scheme.

Key measures developed in support of YG implementation include: new methods of intervention across the country, such as a dedicated portal for online registration and profiling, a new two-year vocational training module designed as a measure to address ESL or the promotion of the dual VET through a new training and apprenticeship contract.

YG monitoring data 2015⁸⁰

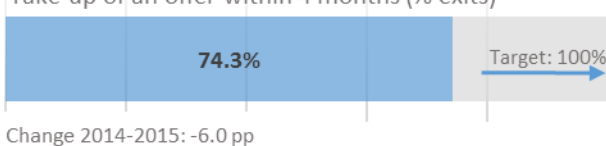
COVERAGE

Proportion of NEETs reached by the YG (%)



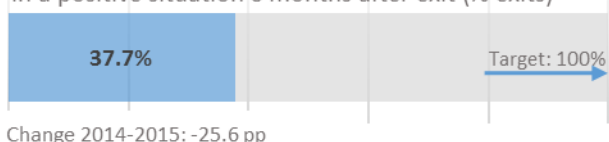
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that whilst the coverage of the Spanish YG scheme has improved significantly compared to 2014⁸¹, it remains very low, with only 10.7% of all NEETs aged under 25 registered. Enrolment in the scheme is through an online portal and although some PES offices have youth workers that encourage and help clients to complete the sign-up process it appears that the scheme has not yet gained widespread interest amongst the target group.

All young people registered in the Spanish YG scheme remain registered until the age of 30, with regular monitoring of their employment status so that only those currently NEET are eligible for support and counted in the stock. This approach means that there are no negative outflows from the scheme as young people are not deregistered if they become unavailable for work/training (e.g. due to sickness or maternity) or fail to participate in prescribed activities. The implementation indicator therefore measures the proportion of offers taken up within 4 months and is not entirely consistent with other countries. The results show that almost three-quarters (74.3%) of young people taking up an offer in 2015 did so within 4 months of registration. At the same time, approaching half (47.5%) of those in the scheme at any point during the year (i.e. registered and currently NEET) had been registered for more than 4 months, indicating a progressive accumulation of young people that are not being treated on time. Follow-up data show that fewer than four out of ten (37.7%) of those taking up an offer during 2015 were known to be in employment, education or training 6 months afterwards, considerably less than in 2014 (63.3%). Longer-term follow-up data for those taking up an offer in 2014

⁸⁰ Data on exits cover only take-up of subsidised offers – unsubsidised, open market, offers are not counted

⁸¹ Implementation of the YG started in July 2014 so that data for 2014 cover only 6 months of the year.

suggest that outcomes are not sustainable with the proportion known to be in a positive situation falling from 63.3% after 6 months to 32.7% after 18 months, though the 18 month figure is partly affected by increased numbers in an unknown situation.⁸².

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 943,496,315 matched by same amount from the ESF.

Key data*:

Number of persons in YEI-supported actions to date	276,880
Number of persons who completed a YEI operation	n/a
Number of persons in employment or education or training after end of the YEI support	n/a
Total public financial allocation to YEI operations approved for funding (euro)	EUR 1,361,572,931

YEI implementation – key data: 282,000 young NEETs have registered on the special online portal for the YG (on 31 May 2016), claimed by Spain as a major increase in participation compared to 2014-2015. It is not possible to provide more concrete information on any results obtained so far, as such data has not yet been communicated by Spain, mainly due to the late adoption of the selection criteria for the ESF/YEI OP and formal launch of the operations. An additional challenge is also collecting and compiling all data from the regions in charge of implementation of most of the measures.

Eligible regions: the entire MS territory

YEI programming: a dedicated priority axis in the Youth Employment ESF/YEI Operational Programme. Key actions envisaged: Second chance programmes; Dual vocational training programmes; Trainings to obtain a professional certificate; National and transnational mobility programmes; Entrepreneurship support measures; Traineeships; Hiring subsidies to increase indefinite contracts.

Key types of actions currently supported by YEI:

According to the first YEI evaluation report (December 2015), out of all actions running:

- 40% of measures corresponded to second chance programmes;
- 22% were dedicated to assessments and professional guidance;
- 20% related to language and IT training.

Targeted subsidised employment

⁸² Positive situation is either employment, education, traineeship or apprenticeship.

Implemented by the Public Employment Service (Servicio Público de Empleo Estatal), under the YEI-funded project of targeted subsidised employment for youth (Tarifa Joven) employers receive a EUR 300/month reduction of their social security contribution for a period of six months if they offer a permanent contract to a young person registered with the Youth Guarantee programme. In the case of a part-time contract, the reduction will range from EUR 150 to 225/month. The employer is required to maintain or increase the company's employment level while receiving the bonus to avoid replacement effects. This is compatible with other hiring incentives as long as the company's social security contributions are not negative and will be applicable until 31/12/2016.

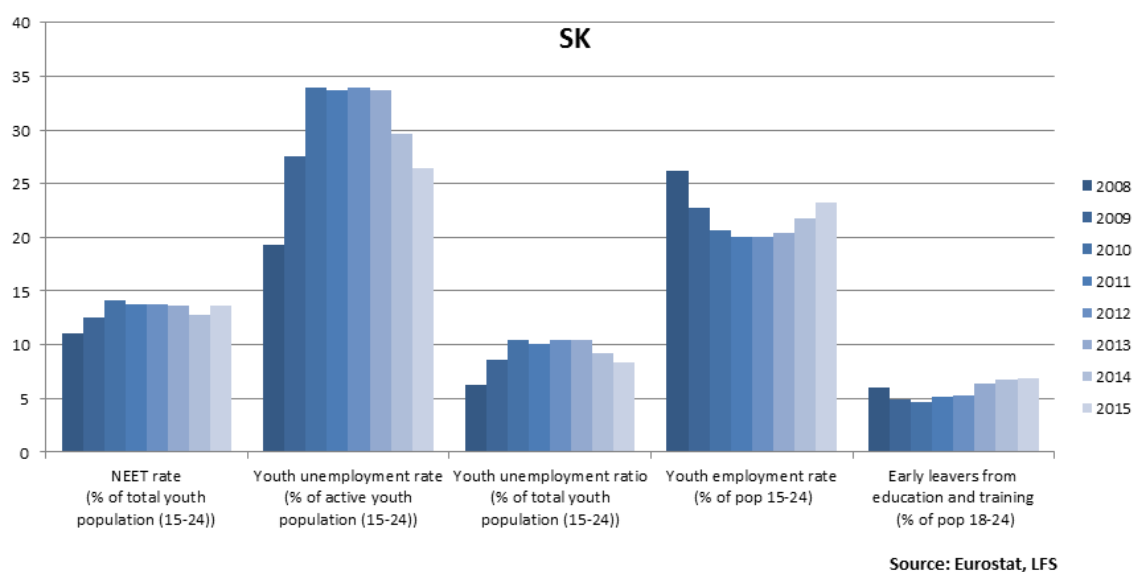
The project ran from 5 July 2014 to 30 June 2016 and supported an estimated 4,500 young people. The total budget was EUR 1.43 million, with an YEI/ESF contribution of EUR 1.31 million.

Country profile - SLOVAKIA

Key achievements: The Youth Guarantee (YG) scheme reached a total of 132,500 young people by the end of 2015. Steps have been taken to improve school-to-work transitions, (including vocational education and training reform, subsidised first jobs, job counselling delivered via e-services, support to job creation through self-employment). In 2015, a dual vocational education training systems was introduced, however, interest among potential participants remains limited. A campaign on the benefits of the system is planned for 2016.

Remaining challenges⁸³: to strengthen outreach to non-registered NEETs, in particular to the low-skilled ones; to provide timely and quality offers; to develop local partnerships between PES, schools and employers; to increase the uptake of dual VET (to address the increasing skills shortages reported by employers); to improve the evaluation of the labour market relevant of VET; to strengthen the evaluation of YG measures' sustainable impact (including second chance education, subsidised employment). As regards both the YEI and YG, there is a need to raise awareness among the inactive NEETs, register and monitor their progress, as well as further improve the information system to measure and evaluate progress in the implementation (e.g. tracking of participants upon leaving).

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Slovakia presented a Youth Guarantee Implementation Plan in February 2014, revised in April 2014. The scheme targets young people under 29, with a focus on the long-term unemployed or persons who have been registered job seekers for over 6 months for the 25-29 age group. Implementation at regional level is coordinated by the Central Office of Labour, Social Affairs and Family. The main entry point is registration in PES. The

⁸³ For more detail, see <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3351>

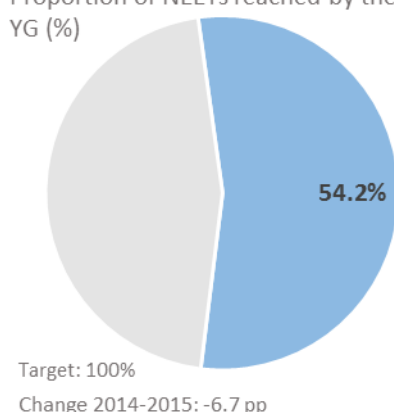
website of the Ministry of Labour, Social Affairs and Family has a dedicated section for the YG⁸⁴ with information and results on implementation.

Key measures developed in support of YG implementation include: a new legislative framework allowing support to first regular paid employment as well as three national projects: (1) “Through work experience to employment” (mentored employment); (2) “Successfully in the labour market” (first regular paid employment or self-employment) and (3) “Graduate practice starts employment” (activity 1 - contribution for the graduate practice; activity 2 - contribution for payment of social security contributions to the employer who employs the job seeker after completing a graduate work experience in his company).

YG monitoring data 2015

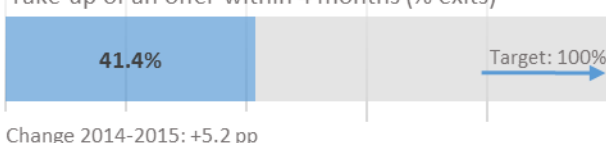
COVERAGE

Proportion of NEETs reached by the YG (%)



IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Slovakia reached 54.2% of NEETs aged under 25, down on the coverage observed in 2014 (60.9%). Just over two fifths (41.4%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, an improvement compared to 2014 (36.2%). At the same time, more than three fifths of those in the scheme at any point in the year (61.6%) had been registered for more than 4 months, with a third of these (22.1% of the total) registered for more than 12 months, indicating a progressive accumulation of young people that are not being treated on time. Follow-up data show that less than one in twenty (4.3%) of those leaving the YG in 2015 were known to be in employment, education or training 6 months later, though this low figure largely reflects a lack of capacity to track people after leaving, with the subsequent situation unknown for 79.5% of exits.⁸⁵

3. Youth Employment Initiative (YEI) delivery

YEI allocation (euro): 72,175,259, matched by € 122,175,259 of ESF support (the only MS which allocated more ESF matching funding to YEI than the strict minimum required.)

Key data:

⁸⁴ <https://www.employment.gov.sk/sk/praca-zamestnanost/podpora-zamestnanosti/zaruka-mladych-ludi-sr/>

⁸⁵ Positive situation is either in employment, education, traineeship or apprenticeship.

Number of persons in YEI-supported actions to date	5,283
Number of persons who completed a YEI operation	1,046
Number of persons in employment or education or training after end of the YEI support	735
Total public financial allocation to YEI operations approved for funding (euro)	EUR 150 million

Eligible regions: 3 regions - Západné Slovensko, Stredné Slovensko, Východné Slovensko.

YEI programming: Dedicated priority axis under OP Human Resources. Target group: young people NEET aged up to 29 years. Actions supported: direct support for high-quality traineeships and apprenticeships; provision of first job experience (placements for at least 6 months); start-up support for young entrepreneurs (mentoring and access to finance); quality vocational education and training.

Key types of actions currently supported by YEI:

- Subsidised job schemes - provision of first job experience, mentored employment.
- Start-up support for young entrepreneurs (mentoring and access to finance).
- Direct support for high-quality traineeships; quality vocational education and training.

Practice to Employment

The YEI-funded 'Practice to employment' (Praxou k zamestnaniu) project is based on an innovative approach that combines support for the acquisition of professional skills through job mentoring, followed by subsidised part-time employment for at least nine months. The national project aims at equipping young people with the professional skills they lack for the workplace and to enable employers to select employees who best meet their needs. Implementation of the national project is planned from autumn 2015 until December 2019 and the overall amount allocated for this flagship initiative is EUR 48.9 million.

The target groups are unemployed jobseekers aged 25 to 29 years, who have been on the jobseekers register for at least six months. Unemployed jobseekers under 25 years are also eligible if they have been on the register for at least three months. The project will support 16,000 jobseekers by offering them on-the-job training and part-time employment.

During the first mentoring period of three to six months, each young person will be provided with a 'work mentor', typically an experienced employee. After completion of the mentoring period, the subsidised part-time employment will continue for a maximum

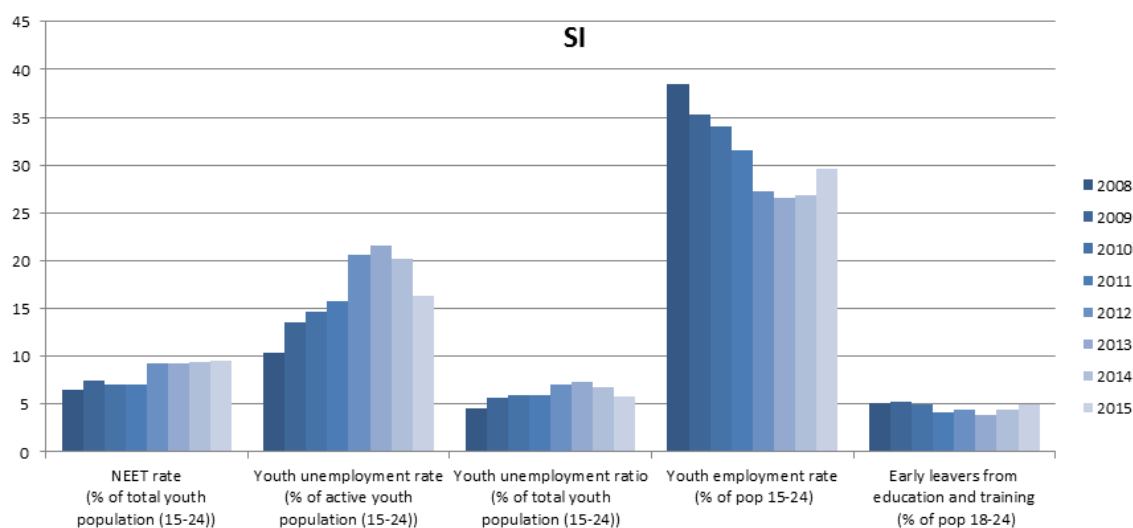
nine months. Subsequently, the employer may decide to continue with an offer of employment.

Country profile - SLOVENIA

Key achievements: In Slovenia, within all age groups, youth unemployment decreased the most. Following the introduction of the Youth Guarantee (YG) scheme, the outflows from youth unemployment to employment increased. Participants in YG measures received 40% more referrals for job vacancies than those who had not participated, 10 times more meetings with employers and 70% more involvement in training. Slovenia continues to tackle the issue of labour market segmentation and is carrying out a traineeship system reform. Programmes are being implemented to address youth unemployment and improve outreach to NEETs.

Remaining challenges⁸⁶: to pursue efforts to tackle labour market segmentation; to further strengthen the monitoring of the YG, including the sustainability of outcomes for young people. As regards the YEI, there is a need to focus on defining and monitoring the quality of YEI-supported job offers.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery

Slovenia presented a YG Implementation Plan (YGIP) in January 2014 and the scheme started that same month, targeting young people aged 15-29. In May 2016, a new YGIP for 2016-2020 was adopted. Implementation is coordinated by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. A dedicated webpage of the Public Employment Service (PES) website, <http://www.ess.gov.si/mladi>, allows young people to obtain information about and register with the Youth Guarantee. Since June 2016, comprehensive information about the YG is also available on a dedicated website for youth (<http://www.junakizaposlovanja.si/>).

Key measures developed in support of YG implementation include: continued efforts to tackle labour market segmentation (a 2013 intervention law exempts employers from paying social contributions for two years after employing a young worker under a

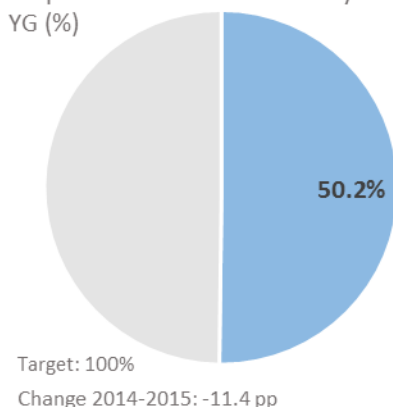
⁸⁶ For more detail, see: <http://ec.europa.eu/social/BlobServlet?docId=13660&langId=en>

permanent contract); reform of the traineeship system; strengthening PES counselling services for youth, programmes to improve outreach to NEETs, including improved cooperation between PES and school counsellors and adapted PES online tools.

YG monitoring data 2015

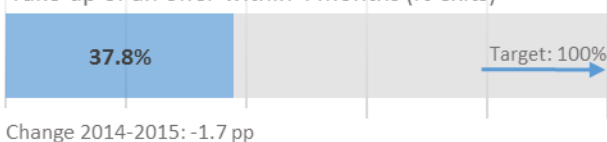
COVERAGE

Proportion of NEETs reached by the YG (%)



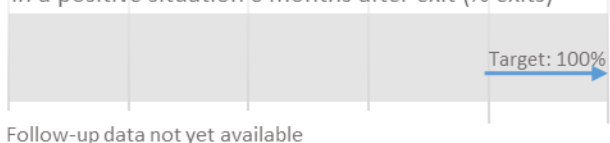
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the YG scheme in Slovenia reached half (50.2%) of NEETs aged under 25, down on the coverage observed in 2014 (61.6%). Under two fifths (37.8%) of those leaving the scheme in 2015 took up an offer within 4 months of registration, slightly fewer than in 2014 (39.5%). The difficulty to deliver timely offers is reflected in the fact that well over half of those in the scheme at any point in the year (56.8%), with nearly 40% of these (22.0% of the total) registered for more than 12 months. Follow-up data to look at subsequent outcomes are not yet available.

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 9,211,536 matched by same amount from the ESF.

Key data:

Number of persons in YEI-supported actions	1,897 (as of end-June 2016)
Number of persons who completed a YEI operation	28
Number of persons in employment or education or training after end of the YEI support	4
Total public financial allocation to YEI operations approved for funding (euro)	EUR 20 million (EU and national)

Eligible regions: Eastern Slovenia region

YEI programming: Part of operational programme priority axis.

Key types of actions currently supported by YEI

Given the relatively low level of funding that Slovenia receives under the YEI, Slovenia decided to allocate funds to support only one instrument called "First Challenge" (Prvi izziv). It consists of a three-month trial period in which a young person gets to know their employer, work duties and workplace. Afterwards, if an employer and the employee mutually agree, the instrument provides for one year of subsidised employment. The instrument encourages employers to hire young people up to and including 29 years of age and it already proved successful in the 2007-2013 period.

First Challenge 2015

Slovenia has allocated all YEI funds to support the "First Challenge 2015" Programme (Prvi izziv). Launched as a public tender by the PES on 30 November 2015, the programme aims to support young people aged 15-29 years in the cohesion region of Eastern Slovenia into work, through subsidised employment for a period of 15 months, including a probation period of three months. While only youth from eastern Slovenia are eligible for the programme (the region is eligible for YEI funds since it has a particularly high youth unemployment rate), employers from across the country may take part.

Employers partaking in the programme receive employment subsidies of up to EUR 7,250 for full-time employment (proportionally less for part-time employment), in two parts: during the three-month probation period, the employer receives up to EUR 2,250, for the remaining service period (12 months), the employer receives up to EUR 5,000.

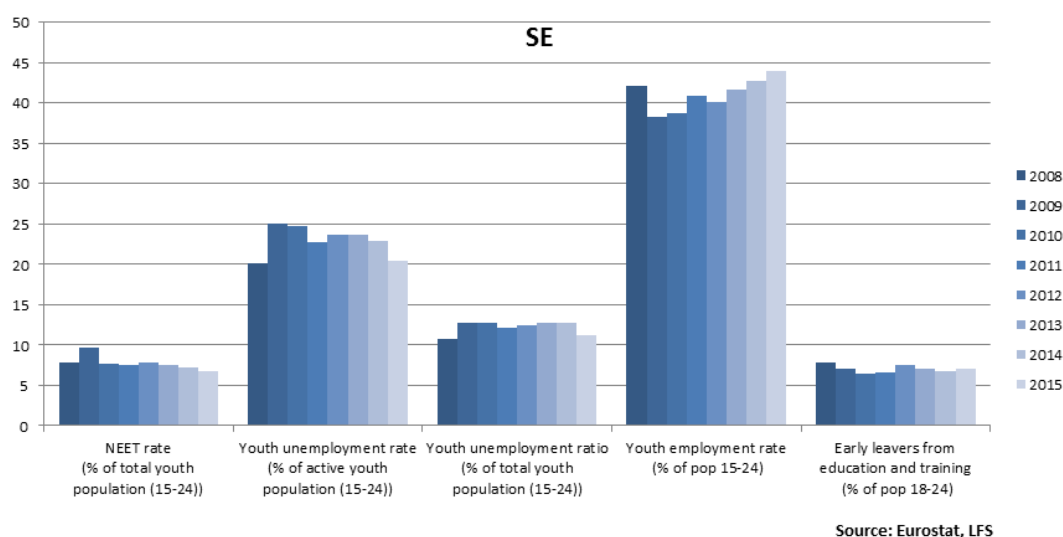
The programme's budget of EUR 20,7 million is co-funded from the YEI and the ESF. It aims to support 2,859 young people into employment. The programme builds on the measure for 2014 which supported 900 young people, realised as part of the national Youth Guarantee scheme. Evaluation results of the 2015 programme show that the instrument properly addressed key issues and target group's expectations. The monitoring system established as part of the First Challenge 2015 programme uses SMART (specific, measurable, attainable, relevant, timely) indicators and will provide for both quantitative and qualitative evaluation of the programme's implementation in 2018.

Country profile - SWEDEN

Key achievements: The Youth Guarantee (YG) scheme led to several significant measures, such as a gradual introduction of a 90-day guarantee for unemployed youth. Since 2014, youth unemployment reduced significantly in Sweden, compared to their adult counterparts.

Remaining challenges⁸⁷: to strengthen the proportion of education offers within the YG; to strengthen employer buy-in in dual education programmes; to improve the image and attractiveness of vocational education and training (VET); to improve bridges between different educational pathways; to further invest in targeted outreach measures for young people not in employment, education or training (NEETs); to further develop cooperation between the Public Employment Services (PES) and municipalities. As regards the YEI, there may be a risk that specific categories of youth are not receiving the most effective forms of support.

1. Main trends in young people's labour market performance



2. Youth Guarantee delivery

Sweden presented a Youth Guarantee Implementation Plan in December 2013, revised in April 2014. The YG scheme builds on Sweden's strategic policy for supporting youth employment in line with the Council Recommendation, and a Job Guarantee for youth that Sweden has had since December 2007. The scheme targets young people under 25 years. Implementation is coordinated by the Ministry of Employment. Registration can be done in a local PES in person or online.

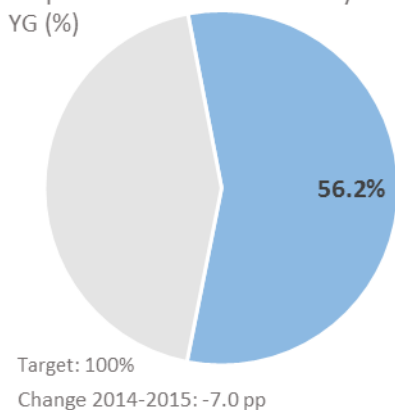
Key measures developed in support of YG implementation include: reinforced municipal activation responsibility for young people up to 20 years; improved multi-stakeholder cooperation; the gradual introduction (2015-2018) of a 90-day guarantee for unemployed youth; the promotion of dual programmes combining work experience and education, including apprenticeships.

⁸⁷ <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3354>

YG monitoring data 2015

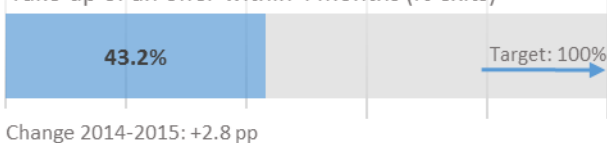
COVERAGE

Proportion of NEETs reached by the YG (%)



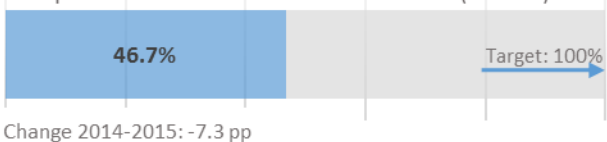
IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



Results of YG monitoring for 2015 show that the Swedish YG scheme reached well over half (56.2%) of all NEETs aged under 25, though coverage has declined compared to 2014 (63.2%). More than four out of ten of those leaving the YG in 2015 (43.2%) took up an offer within 4 months of registration⁸⁸, slightly more than in the previous year (40.4%). A slightly higher proportion (46.7%) were known to be in employment, education or training 6 months after leaving the scheme⁸⁹. Longer-term follow-up of those leaving in 2014 suggests that outcomes are sustainable for at least a year, with the proportion known to be in a positive situation 54.0% and 54.9% after 6 and 12 months respectively. After 18 months the figure falls to 45.7% but this drop coincides with increased numbers in an unknown situation so may not represent a real decline.⁹⁰

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 44.2 million, matched by the same amount from the ESF

Key data:

Number of persons in YEI-supported actions	8,396
Number of persons who completed a YEI operation	5,743 have exited; whereof 850 completed operation till the end.
Number of persons in employment or education or training after end of the YEI support	3,149 (out of which 719 in education)
Total public financial allocation to YEI operations approved for funding (euro)	EUR 114.9 million

⁸⁸ Results for "implementation" are likely to be understated because the destination on exit was unknown for 23.7% of those leaving the YG within 4 months of joining. Some of this group may have taken up an offer without informing the YG provider.

⁸⁹ Results for "outcomes" are likely to be understated because the situation 6m after leaving the YG was unknown for 33.5% of exits. Some of this group may have been in a positive situation.

⁹⁰ Positive situation is either employment, education, traineeship or apprenticeship. Negative situation is either unemployment or inactivity.

Eligible regions: Mellersta Norrland, Norra Mellansverige and Sydsverige

YEI programming: YEI in Sweden is a priority axis in the Swedish ESF programme for investment and employment 2014-2020.

Key types of actions currently supported by YEI:

- Actions aiming to extend/widen and further develop projects as well as strengthen and raise the quality of measures targeting young unemployed or NEETs
- Actions strengthening and intensifying job support measures for young unemployed, give more qualitative measures for young people at risk of long-term unemployment, and increase the activity rate and quality of the job guarantee
- Vocational and education mobility, entrepreneurship support, education and training
- Measures facilitating the transition from school to work, especially for young people with disabilities.
- Individually customised measures taking into account and visualising participants' formal and informal knowledge and skills.
- Demand incentives, e.g. special employment subsidy or provision of internship places
- Measures motivating young people who have not completed upper secondary education to return to or begin school.

Career advice, job search support and hands-on training for young people

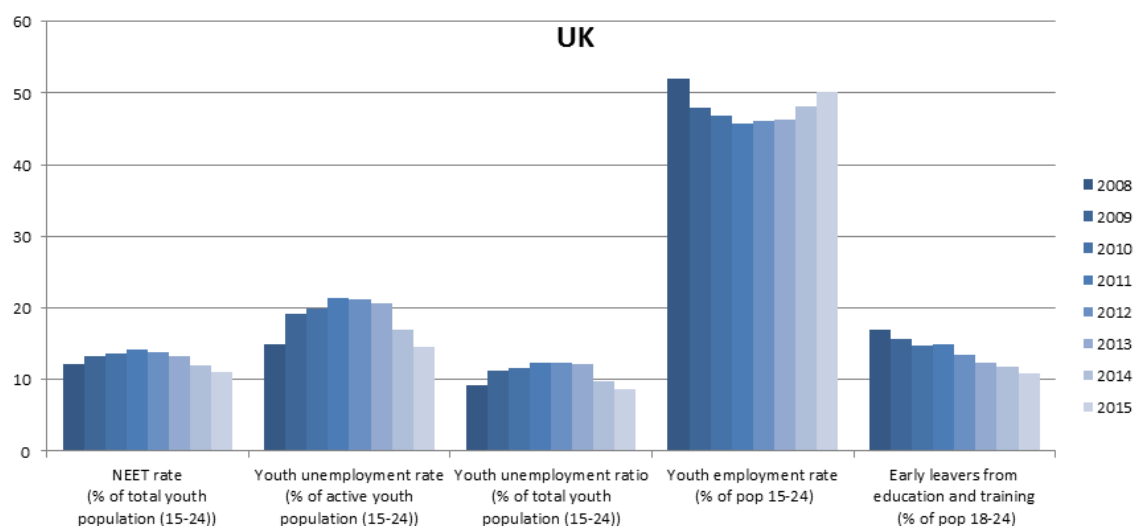
The project '**Prio 1**' ("**Priority One**") helps young people from the Swedish town of Landskrona into work. In addition to career advice from the project's experts, the 18- to 24-year-old participants NEET receive hands-on training geared to the needs of employers in the region. Prio 1 provides tips and useful information about job searching and gives advice on how to draft cover letters and CVs, and helps change perceptions among young people about employment possibilities. The project also helps to provide apprenticeships and targeted additional education related to the specific apprenticeship. More than 500 young people from Landskrona – a town with 30,500 inhabitants – are unemployed. "Prio 1" aims to reach 360 of them. So far 133 persons have participated. The project started on 1 July 2015 and is running until 31 Dec 2017. The YEI financial contribution to the project amounts to EUR 1.7 million.

Country profile – UNITED KINGDOM

Key achievements: A renewed focus on an 'earn or learn' approach for young persons claiming state benefits ensures activation for this cohort. Another area of policy focus has been on maintaining engagement with young persons at risk of becoming NEET. Provision for the expansion and simplification of vocational training routes and work-based learning opportunities is underway. Both unemployed and inactive NEETs decreased more compared to adult unemployment and inactivity.

Remaining challenges⁹¹: to improve the quality of apprenticeships in England; to invest in further outreach and activation measures targeting specific groups of NEETs, in particular those not captured by the very robust activation measures for most U-25 benefit claimants; to pursue ongoing efforts to improve basic skills. As regards the YEI, there is yet no official information sent to the Commission with regard to data on participants, either under the England or Scotland operational programmes.

1. Main trends in young people's labour market performance



Source: Eurostat, LFS

2. Youth Guarantee delivery⁹²

The United Kingdom presented a Youth Guarantee (YG) Implementation Plan in March 2014. The UK supports the aims of the YG and continues with its existing approach, in particular the Youth Contract, a programme of tailored support to young people introduced in April 2012. Implementation is coordinated by the Department of Work and Pensions and measures target young people aged 16-24 years. Registration can be done in a local PES office or online via its website.

Key measures developed in support of YG implementation include: under the Youth Contract, providing work experience placements, launching more and better quality

⁹¹ For more detail, see: <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3355>

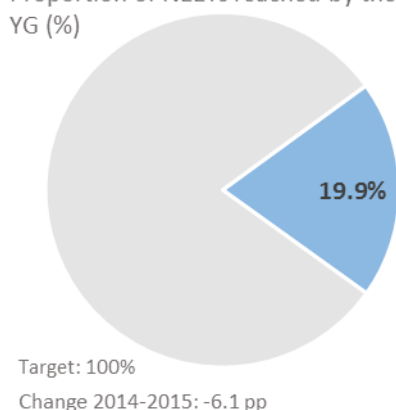
⁹² While the UK has not established a Youth Guarantee as outlined in the Council Recommendation, it has expressed support for the aims of the Youth Guarantee and agrees with the broad approach as set out in the Council Recommendation.

apprenticeships, and increasing employers' engagement in the delivery of apprenticeships; along with sector-based academies, job search support, work experience placements and Mandatory Work Activity.

YG monitoring data 2015

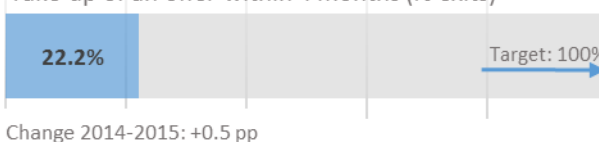
COVERAGE

Proportion of NEETs reached by the YG (%)



IMPLEMENTATION

Take-up of an offer within 4 months (% exits)



OUTCOMES

In a positive situation 6 months after exit (% exits)



The UK did not establish a Youth Guarantee scheme along the exact lines set out in the Council Recommendation, believing that existing provision in the UK – in particular the Youth Contract and additional support for 16-17 year-old NEETs – were best suited to the situation and conditions in the UK. The UK's provision has many similarities with the YG scheme; but does not use the same framework. Consequently, there are no specific YG monitoring data and the figures provided refer to flows of young people aged 18-24 on and off unemployment benefits (Jobseekers Allowance and the employment related element of Universal Credit). The data therefore miss support provided to all NEETs aged 16-17 and to older NEETS not claiming unemployment benefits. Bearing this in mind, the 2015 data showed that UK provision reached only one in five NEETS aged under 25 (19.9%). Just over a fifth of those ending a benefit claim in 2015 took up an offer within 4 months. It should be noted, firstly, that UK data refer to exits within 3 months as the routine monitoring does not include a 4-month observation point and, secondly, that the figure is likely to be understated because the destination was unknown for 64.2% of leavers. Follow-up data to look at subsequent outcomes are not available.⁹³

3. Youth Employment Initiative (YEI) implementation

YEI allocation (euro): 206,098,124 matched by the same amount from the ESF.

Key data (Update received from **England only**; no information about Scotland)

Number of persons in YEI-supported actions to	n/a (YEI operations are in the early
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⁹³ The breakdown of data by duration of participation in the YG uses <3 months (for stocks and exits) and 3-5 months (stocks only) rather than <4 months and 4-5 months as required by the Indicator Framework. This reflects the policy in the UK which does not allow dissemination of data that are not already published at national level. The breakdowns provided therefore follow those used in national data on recipients of Jobseekers Allowance which use a 13 week (3 month) monitoring point. Effectively it means that indicator values for the UK measure implementation against a 3-month target (resulting from the data available for monitoring) for delivery of offers rather than a 4 month one.

date	stages of delivery.)
Number of persons who completed a YEI operation	n/a
Number of persons in employment or education or training after end of the YEI support	n/a
Total public financial allocation to YEI operations approved for funding (euro)	EUR 91 million

Eligible regions: in **England** - Inner London, Tees Valley and Durham, Merseyside, West Midlands. In agreement with the Commission, the Managing Authority allocated 10% of the €159m funds available to English NUTS3 regions outside the eligible regions, with a youth unemployment rate in 2012 above 30%: Kingston upon Hull, Nottingham, Leicester and Thurrock. In **Scotland:** the entire territory.

YEI programming: England: a part of a priority axis within the mono-fund ESF Operational Programme (adopted late – in September 2015). **Scotland:** YEI is a specific priority axis within the mono-fund ESF Operational Programme.

Key types of actions currently supported by YEI:

- Scotland: 12-18 month long projects aimed at employment and self-employment; traineeships and long-term qualifications, national models for apprenticeships and learning places
- England: the approved projects cover individualised learning, advice and guidance, work experience, intermediate labour market support, mentoring, coaching, and outreach.

Reform of apprenticeship systems in the UK

The UK has a devolved framework for apprenticeship training, with different systems for England, Wales, Scotland and Northern Ireland. The YEI is being used to support ongoing reforms of the apprenticeship systems. For instance, under the Modern Apprenticeship programme Scotland aims at raising the number of apprenticeships from 25,000 in 2013-2014 to 30,000 in 2020. Similarly, skills investment plans and regional skills assessments will be used to ensure that apprenticeships are closely linked to areas of economic growth and job opportunities. Particular focus will be on the creation of apprenticeships in STEM (science, technology, engineering and mathematics) subjects.

Annex E: Youth Country Specific Recommendations and Progress in Implementation

	Youth Country-Specific Recommendations (CSRs) and progress in implementation ⁹⁴				Key indicators: 2013-2015 progress *		Key policy challenges (as mentioned in 2015 EMCO review conclusions and 2016 EC Country Reports)					
	CSR 2013	CSR 2014	CSR 2015	CSR 2016	Unemployment rate	NEET	Full implementation	Sustainability of YG schemes	Coordination and partnerships	PES capacity	Outreach/ support to youth facing multiple barriers	Quality
Austria											X	
Belgium	X	X							X		X	
Bulgaria	X	X	X	X				X		X	X	X
Croatia		X					X		X	X		X
Cyprus										X	X	
Czech Republic		X								X	X	X
Denmark											X	X
Estonia											X	X
Finland	X	X	X					X			X	
France	X	X							X		X	
Germany									X		X	
Greece							X			X		X
Hungary	X	X					X		X	X	X	X
Ireland		X					X		X			
Italy	X	X	X				X			X		X
Latvia	X	X									X	
Lithuania	X	X									X	X
Luxembourg	X	X									X	X
Malta											X	
Netherlands											X	X
Poland	X	X									X	X
Portugal		X	X								X	
Romania	X	X	X	X			X	X	X	X	X	
Slovakia	X	X							X	X	X	X
Slovenia	X	X										
Spain	X	X	X				X		X	X	X	X
Sweden	X	X					X				X	
UK	X	X									X	X

⁹⁴ As assessed in Country Report in the following year: dark green: substantial progress; light green: some progress, orange: limited progress. The classification of what constitutes a youth CSR has been done according to internal COM analysis. It largely coincides with the Member States selected for the CSR reviews in the EMCO Thematic Reviews.

* Methodological note on the identification of trends and levels

A combined overview of values and trends related to the youth unemployment and NEET rates is provided along the following lines: dark green: best performance; light green: good performance; blue: good performance but deteriorating; white: on average/neutral; yellow: weak performance but improving; orange: countries to watch; red: critical situations.

The methodology applied should be able to provide, for each indicator, a measure of the relative standing of each Member State, according to its indicator value (score), within the distribution of the indicator values (scores) of the EU28 enabling a holistic assessment of Member State performance. To achieve this goal a commonly used and straightforward approach can be applied. This involves analysing, for each indicator, the distribution of levels and changes, respectively, and detecting the observations (Member States scores) that significantly deviate from the common trend - that is, in statistical terms, detecting the “outliers” of the distribution of the scores of the EU28 for that indicator.

In order for this approach to be applied, before proceeding with the analysis it is opportune to convert, for each indicator, the Member State scores to standard scores (also known as z-scores), which have the advantage of providing a way to equate different metrics, thus allowing the same metric to be applied for all the indicators. This is achieved by standardising raw values of both levels and changes, for each indicator, according to the formula:

$$z - \text{score for } MS_x = \frac{[MS_x \text{ indicator} - \text{average } (MS \text{ indicator})]}{\text{standard deviation } (MS \text{ indicator})}^{95}$$

This approach enables expressing for each Member State its raw indicator value in terms of how many standard deviations it deviates from the average. Then the performance of each Member State can be assessed and classified on the basis of the resulting z-scores against a set of pre-defined thresholds, which can be set as standard deviation multiples. The most important issue within this approach is setting cut-off points. Given that no parametric assumption can be made about the distribution of the observed raw values for the employment indicators⁹⁶, it is common to use a “rule of thumb” in selecting the thresholds. According to the analysis of the key indicators used in the scoreboard, and considering that the lower the unemployment and NEET indicators the better the performance, the proposal is to consider⁹⁷:

1. Any score below -1 as a very good performance

⁹⁵ MS signifies Member State

⁹⁶ Strategy, the performance of EU Member States in terms of GDP and in terms of twenty policy areas affecting growth”, European Economy Occasional Papers n. 41/2008

⁹⁷ Both normality and T-shaped distribution tests were carried out resulting in the rejection of any distributional hypothesis

2. Any score between -1 and -0.5 as a good performance
3. Any score between -0.5 and 0.5 as a neutral performance
4. Any score between 0.5 and 1 as a bad performance
5. Any score higher than 1 as a very bad performance^{98[3]}

The present methodology suggested is to evaluate the performance for all indicators for each Member State for both levels and changes. The outcome of this step will thus be, for each of the indicators, the evaluation of Member States scores for both levels and changes according to the five criteria, as shown in Table 1:

Table 1: Suggestion for z-scores threshold values

	z-scores threshold values				
	-1.0 <i>(lower than)</i>	- 0.5 <i>(lower than)</i>	0 <i>(between)</i>	0.5 <i>(Higher than)</i>	1.0 <i>(Higher than)</i>
	Assessment				
Levels	Very Low	Low	On average	High	Very High
Changes	Much lower than average	Lower than average	On average	Higher than average	Much higher than average

⁹⁸ Different cut-off points settings were discussed internally to the working group. This proposal reflects the outcomes of such process. In case of normality, chosen cut-off points roughly corresponds to 15 %, 30%, 50%, 70% and 85% of cumulative distribution

By combining the evaluation of levels and changes it is possible to classify the overall performance of a country according to each indicator within one of the following seven categories.

Best performers	scoring less than -1.0 levels and less than 1.0 in changes	Member States with levels much better than the EU average and with the situation improving or not deteriorating much faster than the EU average.
Better than average	scoring between -1.0 and -0.5 in levels and less than 1 in changes or scoring between -0.5 and 0.5 in levels and less than -1.0 in changes	Member States with levels better than the EU average and with the situation improving or not deteriorating much faster than the EU average.
Good but to monitor	scoring less than -0.5 in levels and more than 1 in changes, and presenting a change higher than zero: The latter condition prevents a Member State presenting "low" or "very low" level to be flagged as "deteriorating" when showing a change "much higher than average", but still decreasing.	Member States with levels better or much better than the EU average but with the situation deteriorating much faster than the EU average.
On average / neutral	scoring between -0.5 and 0.5 in levels and between -1.0 and 1.0 in changes	Member States with levels on average and with the situation not improving nor deteriorating much faster than the EU average.
Weak but improving	scoring more than 0.5 in levels and less than -1.0 in changes	Member States with levels worse or much worse than the EU average but with the situation improving much faster than the EU average.
To watch	scoring between 0.5 and 1.0 in levels and more than -1.0 in changes or scoring between -0.5 and 0.5 in levels and more than 1.0 in changes	This category groups two different cases: i) Member States with levels worse than the EU average and with the situation deteriorating or not improving sufficiently fast; ii) Member States with levels in line with the EU average but with the situation deteriorating much faster than the EU average.
Critical situations	scoring more than 1.0 in levels and more than -1.0 in changes	Member States with levels much worse than the EU average and with the situation deteriorating or not improving sufficiently fast.

Annex C: List of Acronyms

ALMP	Active Labour Market Policy
ASEM	Asia-Europe Meeting
CSR	Country Specific Recommendations
EC	European Commission
EEPO	European Employment Policy Observatory
EFTA	European Free Trade Association
EIB	European Investment Bank
EMCO	Employment Committee
ESF	European Social Fund
ETUC	European Trade Union Confederation
EU	European Union
FoA	Framework of Actions
G20	Group of Twenty (G20) Finance Ministers and Central Bank Governors
ILO	International Labour Organization
ISCED	International Standard Classification of Education
MAAs	ESF Managing Authorities
MEP	Member of the European Parliament
NEETs	Young people not in employment, education or training
NUTS-2	Nomenclature of territorial units for statistics
OECD	Organisation for Economic Co-operation and Development
OP	operational programme of the ESF
PES	Public Employment Service
QFT	Quality Framework for Traineeships
SME	Small and Medium Enterprise
SWD	Staff Working Document
VET	Vocational Education or Training
YEI	Youth Employment Initiative
YG	Youth Guarantee
YGIP	Youth Guarantee Implementation Plan

Annex B: Bibliography

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