



The European Network of
Public Employment services

Report on PES Implementation of the Youth Guarantee

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Table of Contents

Executive summary	1
1 Introduction	3
2 PES Role in implementation of the Youth Guarantee (YG)	4
2.1 Main areas of PES YG implementation responsibility	4
2.2 Nature of PES partnerships for YG implementation	5
2.3 Pilot projects	6
2.4 PES resource allocations for YG implementation – staffing and funding.....	7
3 Reaching out to NEETs.....	10
3.1 Extent of PES outreach with youth	10
3.2 Main PES outreach tools for work with NEETs	10
3.3 Information Management	11
4 PES Measures in the context of Youth Guarantee (YG) implementation	13
4.1 Key PES interventions and services for young job-seekers.....	13
4.2 E-Service interventions for young jobseekers	15
4.3 PES YG interventions for employers	17
4.4 Average PES YG intervention time-scales	18
4.5 Youth participation in PES YG service design	19
4.6 Monitoring and evaluation of PES YG services	20
4.7 Areas for Improvement	21
4.8 Mutual learning and technical assistance.....	24
5 Key findings and conclusions	25
Annexes.....	28

Executive summary

The Council adopted a recommendation on establishing a Youth Guarantee in April 2013 to address high levels of youth unemployment and inactivity resulting from the recession and to improve school to work transitions. PES in Member States are central players in the implementation of the YG – one-third of PES responding to the survey on which this report is based have overall responsibility for managing and coordinating national YG schemes, while two-thirds of PES are one of a number of agencies with responsibility for its implementation. The report provides a synthesis of current PES capacity and trends in the implementation of the YG.

In implementing the YG **PES have increased their engagement in partnership activity and facilitate and participate in a range of partnerships with a variety of differing objectives at national and regional levels.** A high proportion of PES indicate that they are engaged in partnerships to improve the level of information and support available to young people; to increase access to employment and training opportunities; and to support transitions from education to work. Such partnerships include both formal partnership structures and informal cooperation arrangements with relevant organisations and institutions.

Career guidance, face to face counselling, individual action plans, and training are core PES YG interventions for jobseekers. A majority of PES also provide support for geographical mobility, subsidies for employees and trainees, and entrepreneurship support for young unemployed people as YG interventions. Provision of services and support to employers are also an integral part of PES YG implementation. **PES use of e- services to deliver YG interventions is expanding** as part of the service offer.

As part of YG implementation **over half of PES have also developed pilot projects in 2014; these include a strong focus on disadvantaged and vulnerable youth.** Over half of PES also provided staff with training on specific aspects of working with young people in 2014.

Two-thirds of PES have engaged in outreach work with NEETS as part of YG implementation, using a combination of tools and partnerships. **Proactive work with schools and cooperation with NGOs and youth organisations** are the outreach tools most frequently used by PES for work with NEETS. **Awareness raising events or campaigns are also used by a majority of PES.** However only one-in-five PES follow-up on young people who drop out from activation schemes or who no longer access benefits. While an increased number of PES use **social media** as a communication tool for YG implementation it is **not currently universally used by PES.**

While **PES** are active in implementing the YG, most **do not have specific YG budgets** and information on the share of PES YG funding allocation is limited. YG activities have been incorporated into existing PES staff functions and roles; **few staff are solely dedicated to YG implementation. PES access to supply-side labour market information for young people is also limited.** Over half of PES availed of European Commission mutual learning and technical assistance programmes as part of YG implementation.

PES are intervening early with young unemployed and inactive people in implementing the YG scheme. A majority of PES have an initial meeting with a young person within two weeks of registration. Half of PES indicate that young people receive an offer within a four month period. However **half of PES were unable to provide data on the extent to which young people receive an offer of education, training or employment within four months.**

Most PES have some processes in place to facilitate monitoring of implementation of those YG services within their remit, or are currently developing such processes. However PES setting of targets for YG services and the follow-up of young people that

receive YG interventions is not comprehensive. Likewise evaluation capacity remains weak. There is evidence however that **PES are addressing previously identified weaknesses in YG implementation** with a focus on , improving communication strategies, increasing vacancy notification capacity and strengthening the evaluation of services. However the report findings indicate that there is potential for further improvement of PES capacity in these critical areas. Additionally PES need to widen partnership engagement; to strengthen outreach activity for disadvantaged young people and NEETs; and to resource and strengthen monitoring, follow-up, and evaluation capacity to ensure they respond effectively to their role as key players in YG implementation.

1 Introduction

Economic recession since 2008 impacted dramatically on the European labour market resulting in overall reductions in employment levels and in increased rates of unemployment. Young people have been particularly and disproportionately negatively impacted by the economic crisis in many Member States. Currently more than five million young people aged 15-24 are unemployed in the EU, with an overall youth unemployment rate of 21.9%¹. One in five young Europeans in the labour market therefore cannot find a job. An even higher proportion of young people are neither in employment, education or training (NEETs), with 7.5 million young Europeans in this category².

The concept of a Youth Guarantee was proposed by the European Commission as a structural reform to address youth unemployment and inactivity and to improve school to work transition. The Council Recommendation on the Youth Guarantee (YG) in April 2013³ called on Member States to ensure that all young people under 25 receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed. Member States were requested to submit a Youth Guarantee Implementation Plan (YGIP), outlining the plans and partnership arrangements of each Member State for the implementation of the YG. All 28 Member States had submitted their YGIPs by mid-May 2014.

The Youth Guarantee is about giving young people a real opportunity to increase their employability with a view to sustainable labour market integration⁴. When appropriately designed, implemented and resourced, the YG can take young people on a supported pathway starting with guidance and assessment with follow-through to training, education, rehabilitation, work experience and employment.

PES recognised that the introduction of the Youth Guarantee would require adaptation of the PES business model to respond to the challenges of youth unemployment. The EU Network of Public Employment Services committed to support and monitor the delivery of the Youth Guarantee. Two assessment reports on PES capacity to implement the Youth Guarantee have been published to date⁵. The PES role in the implementation of the Youth Guarantee was also addressed in the 2014 Study on PES Business Models⁶.

A synthesis of current PES YG implementation patterns among Member States, including work with NEETs and the main types of YG interventions at the end of 2014, is presented in this report. The report also examines, where possible, whether previous early indications of the role and effects of YG implementation for PES have been confirmed. The findings in this draft report are based on responses provided by thirty PES to an email questionnaire distributed by the European Commission and data collected during in March and April, 2015.

¹ Highest rates of youth unemployment rates in Q3. 2014 were in Spain and Greece (53%), Italy (42%), Croatia, (42%), Portugal (35%) and Cyprus (35%)

² European Commission, Fact Sheet: Addressing youth unemployment in the EU, January 2015.

³ Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (2013/C 120/01)

⁴ European Commission (2014) The Youth Guarantee, Making it Happen. P1.

⁵ European Commission (October 2013) HoPES Assessment Report on PES capacities to implement the Youth Guarantee; and European Commission (November 2014) Second Assessment report on PES capacity to implement the Youth Guarantee.

⁶ European Commission (June 2014) Small Scale Study on PES Business Models.

2 PES Role in implementation of the Youth Guarantee (YG)

2.1 Main areas of PES YG implementation responsibility

PES are central players in the implementation of the YG with management, coordination and service provision responsibilities

The 2014 Study on PES Business Models found that 'PES are the main implementation/and or referral body of the YG in most countries even when they do not hold overall management responsibility, or they are a key partner in the delivery of counselling, job search support and /or ALMPs'. PES continue to be central players in the implementation of the Youth Guarantee in 2015 with a range of responsibilities in YG management, coordination and direct service provision. Almost all PES (28 of 30) indicate that they are currently responsible for the registration of young unemployed people, and for the provision of employment services, including YG services to young unemployed people (28 of 30).

As Table 2.1 shows, one-third of the PES (10 of 29) have overall responsibility for the management and coordination of the national YG scheme. Two-thirds (20 of 29) of PES responded that they are one of a number of agencies with responsibility for implementation of the national YG scheme. Half of the PES (14 of 29) have a role in the coordination of partners for implementing the YG. However, only one-third of the PES (10 of 29) are responsible for outreach to NEETS. Less than half of PES (12 of 29) are responsible for following-up young people who have received YG services. In Spain, the Ministry of Employment and Social Security is responsible for managing the Youth Guarantee, not the PES. On this basis, no data are presented for the Spanish PES given that responsibility for the Youth Guarantee is not a PES competence. There are no references to the Spanish PES throughout this report, however, where relevant the activities of the Ministry of Employment and Social Security are mentioned.

Table 2.1 PES responsibilities in the implementation of the Youth Guarantee

YG Responsibilities	No. of PES	PES
Managing and coordination of the national YG scheme	10	AT, BE-Le Forem, CY, DK, FI, IE, PL, PT, UK, SE
One of the implementers of the national YG scheme	20	AT, BE-Actiris, BE-VDAB, BG, CY, DE, DK, EL, FI, FR, HR, IT, LV, LT, LU, MT, NL, RO, SK, SI
Registration of young unemployed people	29	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT, LV, LT, LU, MT, NL, PL, PT, RO, SK, SI, SE, UK
Provision of PES services including YG services to young unemployed people	29	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT, LU, LV, LT, MT, NL, PL, PT, RO, SK, SI, SE, UK
Coordination of partners	14	AT, BE-Actiris, BE-Le Forem, BE-VDAB, CY, CZ, DK, FI, FR, IT, LV, NL, PL, PT
Outreach to NEETS	10	BE-VDAB, BG, CY, CZ, DE, EL, HR, IT, PL, RO
Follow-up of all young people who received YG services	12	BE-Actiris, BE-VDAB, CY, CZ, DE, EL, LT, LU, PL, PT, SK, SE

(N=29 PES).

2.2 Nature of PES partnerships for YG implementation

PES engage with a range of partners in YG implementation

The 2014 Case Study on PES Business Models concluded that the introduction of the Youth Guarantee, and the central role played by PES in its implementation, offered an opportunity to PES to further enhance its 'conductor' role in the facilitation and management of partnerships. This current study indicates that in implementing the YG most PES facilitate and participate in a range of partnerships with a variety of differing objectives, as outlined in Table 2.2. Such partnerships include both formal partnership structures and informal cooperation arrangements with relevant organisations and institutions. Further detail on key PES partners and organisations within each Member State are provided in the Annex (Table A1).

The majority of PES (26 of 29) report that they have some partnerships in place to ensure that young people have full information and support available. Such PES partnerships are primarily with schools, other educational institutions and NGO youth centres (e.g. BG, DE, FR, HR, LT, SI). In some Member States these partnerships are facilitated through a national YG coordination group (e.g. FI, PT), while other PES engage in partnership through Municipalities or with regional and local youth and education bodies (e.g. FR, LV, PL). Over half of PES (18 of 29) have not made significant changes to partnerships of this nature in the past year.

A high proportion of PES (24 of 29) also report that they are currently involved in partnerships aimed at increasing employment, apprenticeship and traineeship opportunities for young people. The key PES partnerships in this regard are with employers and employer organisations including chambers of commerce (e.g. HU, LU, MT), vocational education and training institutions (e.g. CY, FR, DE, MT, PL, PT), and social partners. Other PES partnerships operate between Ministries or with other public sector agencies in regard to internship placements (FI, CY). The PES in Greece also cited recent transnational partnership work with Germany to transfer know-how in vocational training in the tourism sector.

A majority of PES (24 of 29) report that partnerships are also in place to support young people in transition from unemployment, inactivity or education into work within the YG context. Such partnerships involve a range of types of organisations. For example:

- PES in Cyprus, Estonia, Belgium-VDAB, Bulgaria, Croatia, France and Slovenia partner with either the Education Ministry, schools or other educational institutions to ensure smooth transition and particularly to identify and support young people at-risk of drop-out.
- Partnership agreements with private operators as well as NGOs have been established by PES in Belgium (Actiris), Denmark and UK to provide career planning and vocational guidance, and are also planned by PES in Slovakia within the context of YG implementation.
- PES in Bulgaria and Lithuania partner with NGO and third sector youth organisations.

While a minority of PES indicated that the specific types of partnerships outlined in the questionnaire were not in place, a further three indicated that the development of certain partnerships was planned. For example in Hungary partnership development was planned in all three partnership areas, while in Ireland and Slovakia partnerships aimed at supporting transitions from unemployment, inactivity or education into work were being tested or in preparation.

Table 2.2 Types of partnerships that PES have in place within the context of YG implementation

Partnership type/aims	PES with Partnership in place	No partnership
Partnerships to ensure that young people have full information and support available	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, FI, FR, HR, EE, EL, IT, LT, LV, LU, MT, NL, PL, PT, SK, SI, SE, UK (26)	HU (planned), IE, RO
Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	AT, BE-Actiris, BE-VDAB, BE-Le Forem, BG, CY, CZ, DK, FI, FR, HR, DE, EE, EL, IT, LU, LV, LT (partly), MT, NL, PL, PT, SE, UK (24)	HU (planned), IE, RO, SK, SI
Partnerships aimed at supporting transitions from unemployment, inactivity or education into work	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, FI, FR, HR, EE, EL, IT, LV, LT (partly), LU, MT, NL, PL, PT, SI, UK (24)	HU (planned), IE (in pilot), RO, SE, SK

(N=29 PES)

2.3 Pilot projects

PES have developed pilot projects as part of YG implementation with a strong focus on disadvantaged and vulnerable youth

Over half of PES (17 of 29) reported that they had developed pilot projects specifically targeting youth in 2014 as part of YG implementation (Table 2.3). The pilot projects addressed different aspects of PES work with young people including targeting disadvantaged young people or NEETS (e.g. AT, BE-VDAB, IE, FR, UK) and strengthening specific service offerings (e.g. FI, FR, LU, PL). Some examples of PES YG pilot projects in different Member States are as follows:

- In Ireland, the Ballymun pilot Youth Guarantee focused on providing young people with a quality offer of education, training, work experience or employment within a short time of becoming unemployed. It tested new ways to engage with young unemployed through working with employers, education providers and community organisations;
- In Austria, the 'Ausbildungs Fit' pilot scheme combined work placements and socio-pedagogical supports for early school leavers;
- Slovenia focused on strengthening counselling services for young unemployed through the employment of 40 new counsellors and providing training for an additional 28 counsellors from their existing staff;
- The UK PES Work-Skills pilot is focused on improving levels of competency and qualification in English language and maths for 18-21 year olds;
- The "Club Jeunes en ZUS" pilot was launched in France (2013- 2014) in 30 local offices). It has been assessed using a randomised control trial. In 2014, intensive Youth Clubs in sensitive urban areas have been achieved, combining group work, face to face individual interviews and employers canvassing.

- PES in Finland developed and launched a model of 'one-stop guidance centres' for youth at municipal level;
- PES in Poland piloted a loan scheme for young self-employed/start-ups and employment of young people in three voivodeships;
- The PES Amva project in Italy focused on providing internships for young unemployed graduate NEETs from southern regions during 2013-2014.

PES in Austria and Poland report that YG/YEI pilot projects are currently being mainstreamed and will in future be provided nationally.

Table 2.3 PES that have developed pilot projects targeting youth in the last 12 months

Yes	AT, BE-Actiris, BE-VDAB, CY, DK, FI, FR, EL, IE, IT, LU, MT, PL, SK, SI, SE, UK (17)
No	BE-Le Forem, BG, CZ, DE, EE, HR, HU, LV, LT, NL, PT, RO (12)

(N= 29 PES) In Spain, pilot projects have been developed by the Ministry responsible for the YG

2.4 PES resource allocations for YG implementation – staffing and funding

2.4.1 Staffing resources

YG activities have been incorporated into PES staff functions and roles; few staff are solely dedicated to YG implementation

One-third of PES (10 of 29) indicated that they did not have staff members solely dedicated to YG implementation. While two-thirds (19 of 29) reported that dedicated staff have been allocated for YG implementation (Table 2.4), most of these 19 PES included staff who work with YG implementation in addition to other roles. The number of staff working solely on YG implementation was not specified by these PES or could not be judged from the information provided.

BE-Actiris PES was an exception. It reported that 20 staff were dedicated to YG, and additionally that 123 staff were dedicated to the YG three afternoons per week. PES in the Netherlands reported that from later in 2015 one PES staff member would be added to each of the 35 labour market regions with a focus on employers services dedicated to vacancy recruitment for vulnerable target groups including youth.

Table 2.4 PES have dedicated staff members for YG implementation

Yes	BE-Actiris, BE-VDAB, BE-Le Forem, BG, CZ, DK, EE, EL, FI, FR, HR, HU, LV, LT, LU, MT, SI, SE, UK (19)
No	AT, CY, DE, IE, IT, NL, PL, PT, RO, SK (10)

(N=29 PES)

2.4.2 Staff training

Staff training was provided by over half of PES in 2014 on specific aspects of working with young people within the context of YG.

Over half of PES (18 of 29) reported that they provided some training for staff in the last 12 months on specific aspects of working with young people (Table 2.5). Training was most commonly provided in employment counselling, vocational orientation and guidance, and career counselling for youth within the context of YG implementation (e.g. BG, DE, EE, EL, LT, MT, SI). Other types of PES YG staff-training focused on active learning, group management, competencies assessment and job-search techniques for staff providing vocational guidance to young people either in schools or

in the PES (e.g. DE, EE, EL, LT). A training seminar on addressing the specific needs of 'complex and unmotivated' target groups was also provided by the PES in Lithuania. In addition, PES in France indicated that further staff training on aspects of work with young people within the YG context was being planned for later in 2015, and likewise Le Forem in Belgium, will develop further training based on the outcomes of a current process to identify staff-training needs.

Table 2.5 Training was provided for staff in the last year on specific aspects of work with young people

Yes	BE-Actiris, BE-VDAB, BG, DE, DK, FR, HR, HU, EE, EL, IT, LV, LT, LU, MT, PL, PT, SI (18)
No	AT, BE-Le Forem, CY, IE, SK (5)
No info.	CZ, FI, NL, RO, SE, UK (6)

(N=29 PES)

2.4.3 PES funds dedicated to the implementation of the YG

Most PES do not have specific YG budgets and information on the share of PES YG funding allocation is limited.

Just under three quarters of PES did not have available data on the total PES funding resources dedicated to the implementation of the YG (21 of 29⁷). For many this is due to services for youth being an integral part of their overall basic services (e.g. Belgium-VDAB, EE, EL, IE, LT, NL, UK). Others indicated that the precise PES allocation was not yet known and in some cases was dependent of finalisation of the ESF Human Resources Operational Programme for the Member State (e.g. EL, SK). PES in Portugal and Ireland for example reported that YG measures implemented in 2014 are likely to be refinanced from the planned Human Resource OP's allocations (2014-2020), and in particular YEI measures. Nine PES provided data on their 2014 YG implementation resources, as shown in Table 2.6.

Table 2.6 PES Resources allocated to YG implementation 2014

PES	€Million
Austria	13.5
Belgium – Actiris	9.1
Belgium - Le Forem	4.5
Croatia	26.6
Italy	17.6
Malta	0.2
Slovenia	14.2
Finland	54.0 (total YG budget for PES, not just 2014)

Likewise half of PES (15⁸ of 29) did not have data available on the relative proportions of overall YG funding 2013-2015 that was from Government funds, ESF and YEI, while

⁷ Incomplete or no information: BE-VDAB, BG, CY, CZ, DK, EE, FR, DE, EL, IE, IT, LT, LU, LV, NL, PL, PT, RO, SK, SE, UK

⁸ No data available - AT, BE-VDAB, CZ, DK, DE, EE, EL, IE, LU, NL, PT, RO, SE, SI

others provided only partial information. The available funding data provided by PES for 2014 and 2015 (planned) is included in the Annex to this report (Table A5).

Similarly data on the share of national PES funding assigned to the YG was not available from the majority of PES (20 of 29). Nine PES provided estimates of the PES share of YG national funding for 2014. As shown in Table 2.7 this ranged from under five percent (LV) to over ninety per cent (HU), but for the majority (6 of 9) was under seventeen per cent.

Table 2.7 Share of overall national funding for the YG that is assigned to the PES

PES	% share
Austria	10.0
Cyprus	16.8
Bulgaria	14.8
Croatia	8.3
Hungary	93.0*
Latvia	4.4
Malta	6.7
Poland	29.0 (of PES ALMP budget)
Slovenia	38

** data refers to 2015*

PES in Denmark, Ireland, Lithuania and Netherlands commented that data on the PES YG share is not available as the YG is not distinguished in a separate PES budget; for example services and measures for youth are implemented in a general budget plan with other target groups (LT).

3 Reaching out to NEETs

3.1 Extent of PES outreach with youth

PES are increasingly engaged in proactive work with NEETS as part of YG implementation

The 2014 research report on PES Business Models indicated that half of the surveyed PES were directly or indirectly involved in either proactive work with pupils and students and/or outreach work with NEETs who are not registered with PES⁹. This current study indicates that as part of YG implementation an increased proportion of PES is reaching out to NEETs. More than half of PES (17 of 29) make contact with young people who have left school but have not yet registered with the PES (Table 3.1), while one-third do not engage directly in proactive work with NEETs.

Table 3.1 PES make contact with young people who have left school but have not yet registered with the PES

Yes	BE-Actiris, BE-VDAB, BG, DE, EL, FI, HR, HU, IT, LU, MT, NL, PL, RO, SI, SE, UK (17)
No	AT ¹⁰ , BE-Le Forem, CY, CZ, DK, EE, FR ¹¹ , IE, LV, LT, PT, SK (12)

(N=29 PES)

3.2 Main PES outreach tools for work with NEETs

PES use a combination of tools and partnerships for outreach with NEETs; with increasing use of information technology and social media.

Most of the 20 PES that engage in outreach work with NEETs within the context of YG use a combination of tools. As shown in Table 3.2 cooperation with NGOs and youth organisations (19 of 20) and proactive work with schools (18 of 20), are the most used tools, along with awareness raising events or campaigns (16 of 20).

The increasing PES use of information technologies and different communication channels as effective tools for reaching out to young people was indicated in the Study of PES Business Models¹². This current survey indicates that while a majority of PES that engage in NEETs outreach use Internet and social media services as new YG entry points (15 of 20), one-quarter do not use social media as an outreach tool.

Just over half of PES employ or work with designated youth outreach workers in their work with NEETs (11 of 20). Similarly just over half provide single point services or one-stops shops as NEETs outreach tools, while under half provide mobile PES services¹³. PES follow-up on young people who drop out of activation schemes or who no longer access benefits is however more limited, with only one in five using this a NEETs outreach tool.

The use of various NEETs outreach tools by PES in Member States is shown in Table 3.2, while further details of the range of outreach tools for work with NEETs used by each PES are provided in Table A2 in the Annex of this report.

⁹ Small Scale Study on PES Business Models, June 2014, p.18

¹⁰ PES cooperates closely at Federal Level with Jugendcoaching in respect of NEETs outreach but does not directly undertake this activity.

¹¹ The national PES 'Pole emploi' does not engage directly in NEETs outreach activity, youth outreach is undertaken by PES partners such as the Mission Locales in each region.

¹² Small Scale Case Study on PES Business Models, June 2014, p.23

¹³ E.g. mobile (transport) career information centres in rural areas, or PES information events/job fairs in non-PES office locations or locations that allow access to NEETs.

Table 3.2 Main Outreach Tools used by PES for Work with NEETs

Type of Outreach tools	PES that use Outreach Tool for work with NEETs
Proactive work with schools	BE-Actiris, BE-VDAB, BG, DE, EE, EL, FI, FR, IT, HR, LU, MT, NL, PL, RO, SI, SE, UK (18)
Cooperation with NGOs, youth organisations	BE-Actiris, BE-VDAB, BG, CY, CZ, DE, EE, EL, FI, FR, HR, HU, IT, LU, MT, PL, SI, SE, UK (19)
Employing or working with designated youth outreach workers	BE-Actiris, BE-VDAB, BG, CZ, DE, FI, HU, IT, LU, MT, UK (11)
Providing new points of YG entry: Internet and social media services	BE-VDAB, BG, DE, EL, FI, FR, IT, LU, MT, NL, PL, PT, RO, SI, SE (15)
Single point services/one-stop-shops	BG, DE, DK, EL, FI, HR, IT, LU, NL, SE, UK (11)
Mobile PES services	BE-VDAB, BG, DE, EE, EL, FI, FR, NL, PL (9)
Awareness raising events or campaigns	BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HU, HR, IT, LU, MT, NL, SE, UK (16)
Follow-up on young people who drop out from activation schemes/no longer access benefits	BE-Actiris, BE-VDAB, DE, UK (4)

3.3 Information Management

PES access to supply-side labour market information for young people is limited

In the second assessment report on the PES capacity to Implement the Youth Guarantee, PES rated themselves strongly overall in having a nationally accessible database of vacancies that included apprenticeships and traineeships. However one quarter of PES indicated that their vacancy database did not include apprenticeships and traineeships, in part due to overall responsibility for this provision resting with another agency or organisation¹⁴.

This current study would suggest that PES specific access to apprenticeship and traineeship vacancy databases is more limited than previously indicated. Less than half of PES (12 of 29) have access to a database of apprenticeship or traineeship vacancies (Table 3.3). However a further two PES indicated that such databases are currently being developed and will be available before the end of 2015; BE-VDAB (traineeships) and Greece (apprenticeships). PES in Ireland and Slovakia indicated that such databases exist, but under the responsibility of the education ministries.

¹⁴ European Commission (Nov.2014) Second Assessment Report on the PES capacity to implement the Youth Guarantee, p9.

Table 3.3 Databases accessible to PES to support YG implementation

Type of database	Database accessible to PES	Database not accessible to PES
Database of apprenticeship vacancies (N=29*)	AT, BE-Actiris, BG, CZ, DE, FI, FR, LU, NL, PL, RO, UK (12)	BE-Le Forem, BE-VDAB, CY, DK, EE*, EL, HU, HR, IE, IT**, LV, LT, MT, PT, SK, SI, SE (17)
Database of traineeship vacancies (N=29*)	BE-Actiris, BE-Le Forem, BG, CZ, EL, HR, DE, MT, NL, PL, RO, UK, SI*** (13)	AT, BE-VDAB, CY, DK, EE**, FI, FR, HU, IE, IT, LU, LV, LT, PT, SK, SE (16)
Other Databases (internship and training vacancies)	AT, DE, FI, HU, RO (5)	CY

Notes: *In Estonia, a database of apprenticeships and traineeships is not in place.

** In Italy some data bases of apprenticeship and traineeship vacancies are available and accessible at regional level, depending on the regional systems.

*** In Slovenia, traineeship vacancies are included in the general vacancy database.

4 PES Measures in the context of Youth Guarantee (YG) implementation

4.1 Key PES interventions and services for young job-seekers

Career guidance, face-to-face employment counselling, individual action plans, and training are core PES YG interventions. A majority of PES also provide, entrepreneurship support and employment or training subsidies for young unemployed people and support for geographical mobility.

The provision of personalised guidance, individual assessments of needs and cooperation with employers to integrate young people into work, and employer incentive schemes were previously identified as 'core' PES interventions in the implementation of the YG¹⁵. This current study sought information on which of a range of interventions were now being used by PES in implementing the YG, and on whether the interventions were available as an E-Service.

Fourteen different types of possible PES interventions for job-seekers were identified for the Youth Guarantee at the outset, along with a further three interventions for employers (as shown in Tables 4.1 and 4.3). The majority of PES provide many of these interventions as part of YG implementation as shown in Table 4.1; further details of the range of interventions provided by each Member State are included in Table A3 of the Annex.

This study confirms that career guidance, individual action planning, face-to-face employment counselling and training for young people are core PES YG interventions provided by almost all PES for jobseekers (28 or 29 of 29), (Table 4.1). Such services may be provided directly by PES staff, or outsourced to other specialised agencies or youth organisations. PES training provision for young people within the YG is more frequently outsourced, provided by other PES partner institutions (e.g. HU, HR, IE) or provided online (e.g. NL, IT), with PES having a role in assessment of training needs and in referral to training (e.g. CY). Additionally a large majority of PES provide support to entrepreneurship (24 of 29) and subsidies to young employees or trainees (25 of 29) within the context of YG.

All PES provide some kind of support for geographical mobility (29 of 29). However the high level of positive response about provision of this support has to be seen in the context of the EURES network which is available in all countries.

Most PES (26 of 29) are responsible for the registration of young people in the YG scheme. Almost three-quarters of PES (21 of 29) indicate a presence on social media, and over two-thirds (20 of 29) have automated matching tools. Indeed, the Maltese PES is launching a new competence based matching system to replace their current system.

Three quarters of PES provide career guidance for young people who are still at school (22 of 28). Just under two-thirds provide specialised career counselling for young people with disabilities (19 of 28); and skills assessment and validation of prior learning for young people (17 of 28). Working with schools to re-integrate young people into education is not extensively used by PES as YG intervention; although just over one-third of PES do work with schools to re-integrate young people into education (11 of 28). However an additional four¹⁶ PES indicate that plans for working with schools were underway and would take place in 2015.

¹⁵ European Commission, Small Scale Case Study on PES Business Models, June 2014, p.23

¹⁶ BE-Le Forem, BG, HU, SI.

Table 4.1 Types of PES Interventions for Jobseekers in Youth Guarantee

Type of PES job-seeker Intervention.	Yes – Intervention provided by PES	Total Yes	Total No	Intervention not provided by PES
Registration of young people in YG scheme	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DE, DK, EE, EL, FI, FR, HU, HR, IE, IT, LU, LV, MT, NL, PT, LT, RO, SI, SE, UK	26	3	CZ, PL, SK
Career guidance	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, EE, EL, DE, FI, FR, HR, HU, IE, IT, LV, LU, LT, MT, NL, PL, RO, PT, SK, SI, SE, UK	28	1	DK
Career guidance for young people who are still in school	AT, BE-Actiris, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, IT, LV, LT, LU, NL, PL, MT, RO, SK, SI	22	7	BE-Le Forem, CY, FR, IE, PT, SE, UK
Specialised career guidance for young people with disabilities	AT, BE-Actiris, BE-Le Forem, BE-VDAB, CY, HR, DE, EL, FI, IE, LV, LU, MT, NL, PT, RO, SI, SE, UK	19	10	BG, CZ, DK, EE, FR, HU, IT, LT, PL, SK
Skills assessment or validation of prior learning	AT, BE-Le Forem, BE-VDAB, DE, DK, HR, EL, LV, LU, MT, NL, PL, PT, RO, SK (partial), SE, UK	17	12	BE-Actiris, BG, CY, CZ, EE, FI, FR, HU, IE, IT, LT, SI
Face to face employment counselling	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DE, DK, EE, EL, FI, FR, HU, HR, IE, IT, LU, LV, LT, MT, NL, PL, PT, RO, SK, SI, SE, UK	28	1	CZ
Presence on social media (Facebook, Twitter, LinkedIn etc.)	BE-Actiris, BE-Le Forem, BE-VDAB, BG, EE, EL, FI, FR, HR, IE, IT, LT, LU, MT, NL, PL, RO, SK (partial), SI, SE, UK	21	8	AT, CY, CZ, DE, DK, HU, LV, PT
Provision of automated matching tools	AT, BG, BE-Actiris, BE-Le Forem, BE-VDAB, DE, DK, EE, FR, IE, HR (partial), IT, LT, LU, MT, NL, RO, SK, SI, SE	20	9	CY, CZ, EL, FI, HU, LV, PL, PT, UK
Individual action planning	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT,	29	0	

Type of PES job-seeker Intervention.	Yes – Intervention provided by PES	Total Yes	Total No	Intervention not provided by PES
	LT, LV, LU, MT, NL, PL, PT, RO, SK, SI, SE, UK			
Subsidies paid to employees or trainees	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT, LT, LV, LU, MT, PL, PT, RO, SK, SE	25	4	CZ, NL, SI, UK
Work with schools to re-integrate young people in education	BE-VDAB, DE, DK, FI, HR, IT, LT, MT, NL, PL, SE	11	18	AT, BE-Actiris, BE-Le Forem, BG, CY, CZ, EE, EL, FR, HU, IE, LV, LU, PT, RO, SK, SI, UK
Support to entrepreneurship	AT, BE-Actiris, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, IT, LV, LT, LU, NL, PL, PT, RO, SK, SI, SE, UK	24	5	BE-Le Forem, CY, DK, IE, MT
Training for young people	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT, LV, LT, LU, MT, NL, PL, PT, RO, SK, SI, SE, UK	29	0	-
Support for geographical mobility (in- country and EU wide)	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ*, DE, DK, EE*, EL, FI, FR, HR, HU, IE, IT, LV, LT, LU, MT, NL, PT, PL, RO, SK, SI, SE, UK	29	0	

(N=29 PES) * In the Czech Republic and Estonia the PES provides information on mobility via EURES, though does not provide any financial support for geographical mobility.

4.2 E-Service interventions for young jobseekers

PES use of e-services is expanding as part of the YG service offer

PES use of e-services to deliver YG interventions is more limited, but expanding as part of the YG service offer. The Study on PES Business Models found that PES were increasingly using websites and social media to promote their activities, with some developing mobile applications in order for jobseekers to have readily available information on vacancies¹⁷.

Within the YG context e-services are most used by PES for the registration of young people (17 of 29). Other PES YG interventions that are offered both face to face and as e-services are, automated matching (16 of 29), support for geographical mobility

¹⁷ European Commission, Small Scale Study on PES Business Models, June 2014, p.7

(15 of 29), career guidance (12 of 29), individual action planning (11 of 29) and training (11 of 29). For example, PES in Portugal has developed a guidance portal (accessed through its website) 'that gives free access to information and to the development and enhancement of the capability of citizens to self-manage their careers without geographical, time or accessibility constraints'. A similar e-guidance portal is to be put in place by the PES in Croatia by the end of July 2015. Similarly face-to-face employment counselling for young people is also provided by the PES in Belgium-VDAB through its e-coach service; a similar service has been piloted by the PES in France.

Almost three-quarters of PES (21 of 29) reported a presence on social media sites such as Facebook, Twitter and LinkedIn. Comments made by some PES indicate that PES use such social media sites primarily to provide information on their overall services and interventions for youth (e.g. BG, HR, FR, PL, IE, LV, RO, SI). Other PES examples provides of use of social media within the YG context were: blogs on apprenticeship (FR) and e-learning modules on use of social media for job search (NL). PES in Sweden reported a presence on Facebook, Youtube, and Instagram, along with group chats and webinars for jobseekers on various topics, e.g. how to write your CV, how to prepare for a job interview and how to use your social network to find a job. However over one fourth of PES (8 of 29) do not indicate use of social media as part of YG implementation.

Table 4.2 PES e-service interventions for jobseekers

Types of intervention	Countries providing PES e-service interventions for young jobseekers
Registration of young people in YG scheme	BE Actiris, BE-Le Forem, BE VDAB, DK, EE, FI, FR, DE, EL, IE*, IT, LT, NL, NO, PT, SI, SE (17)
Career guidance	BE Actiris, BE VDAB, HR, DK, EE, FI, DE, IE, NL, NO, PT, SI (12)
Career guidance for young people who are still in school	BE VDAB, HR, FI, NL, NO (5)
Specialised career guidance for young people with disabilities	NL, SE, HR (3)
Skills assessment or validation of prior learning	BE VDAB, DK, NL (3)
Face-to-face employment counselling	BE VDAB, FI, FR**, NL (4)
Presence on social media (Facebook, Twitter, LinkedIn, etc.)	BE-Actiris, BE-Le Forem, BE-VDAB, BG, EE, EL, FI, FR, HR, IE, IT, LT, LU, MT, NL, PL, RO, SK (partial), SI, SE, UK (21)
Provision of automated matching tools	AT, BE Actiris, BE-Le Forem, BE VDAB, HR, DK, DE, EE, FR, IE, IT, LT, NL, RO, SK, SI (16)
Individual action planning	BE VDAB, DK, EE, FI, FR***, EL, IE, LT, NL, PT, SI (11)
Subsidies paid to employees or trainees	AT, DK, EE, FI, FR, IE, PT (7)
Working with schools to re-integrate young people in education	BE Actiris, BE VDAB, DK, FI, NL, SE (6)
Support to entrepreneurship	BE Actiris, BE VDAB, FI, FR, EL, IT, NL

Types of intervention	Countries providing PES e-service interventions for young jobseekers
	(7)
Training for young people	AT, BE Actiris, BE-LE FOREM, BG, DK, FI, FR, DE, EL, IT, NL (11)
Support for geographical mobility (in-country and EU-wide)	AT, BE Actiris, BE VDAB, FI, FR, DE, EL, HU, IE, IT, LT, MT, NL, SK, SI (15)

(N=29 PES)

*Parts of initial registration are online. EURES online registration. www.eures.europe.eu

**The pilot of the « 100% Web » support started in February 2014 in 11 local agencies across seven regions. It is progressively being implemented at national level.

*** The e-service only updates the IAP

4.3 PES YG interventions for employers

Core PES services to employers are an integral part of YG implementation

The vast majority of PES also provide core interventions to employers in implementing the YG. As shown in Table 4.3 these include pre-selection of young candidates and payment of subsidies to employers (28 of 29), and organisation of work experience and work trials (27 of 29). Subsidies to employers include subsidies for work internships (e.g. Slovakia) and apprenticeships (e.g. Greece).

Table 4.3 PES provision of interventions for employers in YG

Intervention type	PES provide intervention in YG for employers	PES do not provide intervention in YG for employers
Organise work experience and work trials	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, LV, LT, LU, MT, NL, PL, PT, RO, SI, SE, UK (27)	IT, SK (2)
Pre-select young candidates for employers	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HU, HR, IE, IT, LV, LT, LU, MT, NL, PL, PT, RO, SK, SI, UK (28)	SE (1)
Subsidies paid to employers	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HU, HR, IE, IT, LV, LT, LU, MT, NL, PL, PT, RO, SK, SI, SE (28)	UK (1)

(N=29 PES)

Further details of the range of YG interventions for employers provided by each Member State are included in Table A4 of the Annex.

Most PES do not provide these YG interventions to employers on an E-Service basis. As shown in Table 4.4, pre-selection of young candidates for employers and payment of subsidies to employer are provided as e-services by just over one-third of PES.

Table 4.4: E-services for PES employer interventions in YG

Types of intervention	Countries providing employer interventions as e-services
Organise work experience and work trials	BE-Actiris, DK, FI, FR, NL, PT (6)
Preselection of young candidates for employers	BE-Actiris, EE, FI, FR, IE, IT, LT, NL, PL, PT (10)
Subsidies paid to employers	DK, EE, FI, FR, IE, IT, LT, NL, PT (9)

4.4 Average PES YG intervention time-scales

PES are intervening early with young people but data on average time-scales for offers is not widely available

Early intervention is an integral element of the Youth Guarantee. Half of PES (14 of 29) have a first meeting with a young person within two weeks of their registration in the YG Scheme. For a further one-sixth (5 of 29) the average time-scale for a first meeting is within a month (Table 4.4). However one-sixth of PES do not have data on the average time-scale for a first meeting with a young person within the YG context, and for ten per cent (3 of 30) the average time between registration and a first meeting can be up to four months.

The aim of the Youth Guarantee is to ensure that all registered young people receive an offer of education, training or employment within four months. There is a lack of data to indicate the extent to which this is being achieved by PES at present. The evidence in this report indicates that half of PES (15 of 29) provide an offer to a job seeker within a four month period. However a further half of PES (14 of 29) do not have data available on the average time for making an offer to a young jobseeker after he/she registers in the YG. The main reasons given for the inability to provide such data are the considerable variation in clients' competencies and requirements; that average times vary according to the type of intervention required, and also capacity limitations in PES management information systems.

For example PES in Croatia and Estonia reported that the time of making an offer differs from person to person and depends on their educational level and occupations, skills, motivation, and willingness to engage with the intervention. PES in Czech Republic report that estimating an average offer time-scale is difficult due to regional variations and a lack of capacity to report this at a national level. The Lithuanian PES reports that such data is not available yet as the Labour Exchange information system is currently undergoing changes necessary to carry out monitoring of the Youth Guarantee.

Table 4.4 Average PES YG time-scale for first meeting and making an offer to jobseeker

Time-scale	Average time between registration and first meeting	Average time for job-seeker to receive offer
Within 2 weeks	AT, BG, DE, DK, EL, EE, FI, FR, IE, LT, LV, LU, SI, UK (14)	AT (1)
Within 1 month	BE-Actiris, BE-VDAB, CZ, HR, MT (5)	DK* (0.5: education offer only)
Within 2 months	PL, SE (2)	LV, LU (2)
Within 4 months	IT, NL, SK (3)	BE-Actiris, EL, HR, IE, IT, MT,

Time-scale	Average time between registration and first meeting	Average time for job-seeker to receive offer
		NL, PL, SI, SK, CZ (11)+ DK** (0.5: for offers other than education)
Data not available	BE-Le Forem, CY, HU, PT, RO (5)	BE-Le Forem, BE-VDAB, BG, CY, DE, EE, ES, FI, FR, HU, LT, PT, RO, SE, UK (15)

(N= 29 PES)

* for young people without an education

** for young people with an education

4.5 Youth participation in PES YG service design

Formal PES partnership structures facilitated youth participation in YG service design

Well over half of PES report that they involved young people and youth organisations (17 of 29) in designing the organisation's YG services (Table 4.5). PES vary in the methods and approaches used to involve young people in YG service design. The main methods are through formal structures (e.g. working groups or partnerships) established in setting up the YG that included public and NGO youth organisations (e.g. BE-VDAB, FR, HR, SI). PES in BE-Actiris and Ireland convened formal consultations sessions with relevant youth stakeholder groups as part of the YG programme design process.

Table 4.5 PES Involvement of young people and youth organisations in designing the YG services

	PES has involved youth in designing the YG services	PES has involved youth organisations in designing the YG services
Yes	BE-Actiris, BE-Le Forem, BE-VDAB, BG, DK, EE, EL, ES, FI, FR, HR, IE, LV, LU, NL, PL, SI(17)	BE-Le Forem, BE-VDAB, BG, CY, DK, EE, EL, FI, FR, IE, HR, IT, LV, LT, LU, PL, SI (17)
No	AT, CY, CZ, DE, HU, IT, LT, MT, PT, RO, SK, SE, UK (13)	AT, BE-Actiris, CZ, DE, HU, MT, NL, PT, RO, SK, SE, UK (12)

(N=29 PES)

4.6 Monitoring and evaluation of PES YG services

PES YG monitoring and evaluation capacity is developing but needs to be strengthened

Having processes in place for monitoring and following up with young people was foreseen as an integral element of the Youth Guarantee¹⁸. The Second assessment report on the PES capacity to implement the YG showed that while the majority of PES had established processes to follow-up on young people, their scope was not yet

¹⁸ Council Recommendation on Youth Guarantee (2013), Journal of the European Union, p5

comprehensive and that the service areas of monitoring and evaluation were relatively weak¹⁹.

Further details of the types of monitoring and evaluation processes were sought from PES for this current study, and the results shown in Table 4.6 indicate some level of improvement:

- Just under two-thirds of PES (19 of 29) have established specific targets for youth-oriented services that would facilitate monitoring and evaluation of the effectiveness of YG implementation.
- Over three quarters of PES (23 of 29) indicate capacity and systems to monitor how many young people receive an offer within four months.
- Just over two-thirds of PES (20 of 29) follow-up young people once they have entered employment or training, but one-quarter of these (5) only have partial capacity, with follow-up capacity confined to those young people who have been on a training programme or on a specific YG ALMP. Additionally a further six PES indicate that such follow-up processes are planned or in the process of development.

Capacity in monitoring young people that leave the register of unemployed is still quite limited; half of PES (13 of 29) undertake such monitoring. BE-Actiris, for example only monitor those moving into employment. However four PES commented that they are currently putting systems in place to facilitate such tracking (e.g. CY, EL, HU, PT).

Similarly the proportion of PES who undertake follow-up with young people referred to education and training providers is also somewhat limited (16 of 29), particularly in regard to those referred to education. This is in part due to the fact that for some PES those who return to second level education or undertake full-time further education courses are no longer registered as unemployed (e.g. EE, LV, SK). A further four PES plan to undertake this type of follow-up (i.e. CY, DE, EL, HU).

With regard to service evaluation, just under two-thirds report that the PES undertakes satisfaction surveys for young jobseekers (18 of 29). However in most cases these are part of regular satisfaction surveys for all PES clients (e.g. AT, EE) and are not specific to the evaluation of YG services or implementation. Actiris, for example, undertakes discrete satisfaction surveys for Youth Guarantee clients. Half of PES undertake employer satisfaction surveys which can be voluntary (BE-Actiris), again these do not specifically relate to youth guarantee implementation or services. Five PES indicate that they plan to undertake satisfaction surveys for young people within the YG context.

Table 4.6 Monitoring and evaluation Processes for Youth Guarantee Services

Monitoring Processes	Yes- monitoring and evaluation process in place	Monitoring and evaluation process not in place
PES uses specific targets for youth oriented services	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DK, EE, EL, FI, IE, IT, LV, MT, NL, PL, RO, SI, UK (19)	FR (planned), LU (planned), CZ, DE, HR, HU, LT, PT, SE, SK (10)
Monitoring of young people that leave the register of unemployed	AT, BE-Actiris*, BE-Le Forem, BE-VDAB, DK, FR, IE, IT, LV, LU, PL, SE, SI (partly) (13)	EL (in preparation), HU (planned), BG, CY, CZ, HR, DE, EE, FI,

¹⁹ European Commission, Second Assessment Report on the PES capacity to implement the YG, Nov. 2014, p4

Monitoring Processes	Yes- monitoring and evaluation process in place	Monitoring and evaluation process not in place
		LT, NL, MT, PT, RO, SK, UK (16)
Monitoring of how many young people receive an offer within 4 months	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE (pilot), DK, FI, FR, HR, IE, IT, LV, NL, PL, PT, SK (partial), LU, MT, RO, SE, SI (23)	CY (planned) EL (in prep) EE (planned), HU (planned), LT, UK* (6)
Follow up of young people once they have entered employment or training	AT, BE-Actiris, BE-VDAB, BE-Le Forem, BG, CZ (partial), DK, EE (partial), FI, FR, HR, IE, IT, LV (partial), LU, MT, NL, RO, SK (partial), SI (partial) (20)	CY (planned) DE (being developed), EL (by end 2015), HU (planned), PT (under prep), LT, PL, SE, UK (9)
Follow-up of young people referred to education and training providers	AT, BE-Le Forem, BE-VDAB, BG, DK, EE (partial), FI, FR (partial), HR, IE, LV, MT, NL, RO, SK (partial), SI (16)	CY (planned), DE (in prep), EL (in prep), HU (planned), BE-Actiris, CZ, IT, LT, LU, PL, PT, SE, UK (13)
Satisfaction surveys for young people	AT, BE-Actiris, BE-VDAB, BG, DK, EE, FI, FR, HR, IE, IT, LV, MT, NL, SI, SE, SK, UK (18)	CZ (planned) EL (in prep), DE (in pilot), LU (planned), PT (in prep), BE- Le Forem, CY, HU, LT, PL, RO (11)
Satisfaction surveys for employers	AT, BE-Actiris, BE-VDAB, BG, EE, FI, FR, HR, IE, LV, MT (not on regular basis), NL, PL, SE, SK, UK (16)	CZ (plan), LU (plan), EL (in prep), BE-Le Forem, CY, DE, DK, HU, IT, LT, PT, RO, SI (13)

(N=29 PES)

* Four month time-frame does not apply in UK YG

4.7 Areas for Improvement

Areas for improvement in the implementation of the Youth Guarantee were identified for most PES (26 of 30) following the 2014 PES Network Self-Assessment Report²⁰. This current study sought to identify PES progress in addressing the most critical areas for improvement (i.e. those identified in self-assessment as having the lowest ratings). As shown in Table 4.7 most PES have attempted to address these areas for improvement; ten PES have, or are in the process of, addressing 'each or all' of the identified areas, while a further fifteen have, or are in the process of, addressing 'some' of these areas. Three PES have not yet addressed any of the identified areas for improvement.

²⁰ <http://ec.europa.eu/social/contentAdmin/BlobServlet?docId=13198&langId=en>

Table 4.7 The extent to which PES addressed Areas for Improvement

Intervention process	PES
Areas identified and interventions in place, or in process of being addressed, for each identified area	AT, BG, CZ, DK, EE, FI, FR, LT, SI (9)
Areas identified and some interventions in place, or in the process of being addressed, for some identified areas	BE-Actiris, BE-Le Forem, EL, HR, HU, IE, IT, LV, LU, MT, PL, PT, RO, SE, SK (15)
Areas identified and no interventions in place, or in the process of being addressed, for the identified areas	CY, NL (2)
No areas identified for improvement	BE-VDAB, DE, UK (3)

Table 4.8 shows the critical areas for improvement that were identified in 2014 and the extent to which they have been addressed to date by PES. The critical areas requiring improvement by the highest number of PES were strategies to improve vacancy handling; evaluation of communication effectiveness; and the quality of cooperation between PES and schools/training providers. Almost two-thirds of the PES that previously indicated poor capacity in these areas report that they have or are currently in the process of undertaking interventions to improve their capacity in these areas.

However, as also can be seen in Table 4.8, over one-third of PES previously identified as very weak in regard to strategy for vacancy handling and evaluation of the effectiveness of their communications for youth have not undertaken interventions to improve these capacities.

Evaluation of client satisfaction is the critical area of improvement that has been addressed by the highest proportion of PES; all of the eight PES previously identified as having very weak capacity in this area, have initiated some interventions to strengthen this capacity. Similarly high proportions of PES had undertaken interventions to ensure improvement in having staff specifically trained in or dedicated to working with young people; in quality of cooperation and information exchange between PES and youth services; and in having a targeted communication strategy for young people using the appropriate communication channels.

Achieving sufficient funding for ALMPs for disadvantaged young people is an area in which no improvement has yet been made; with no interventions undertaken by the three PES rated as very weak in this regard. One PES Le Forem in Belgium, commented that lack of progress related to only 10 % of ESF/YEI funding having been granted to date.

Table 4.8 Whether key identified Areas of Improvement have been addressed by the relevant PES?

Improvement Area	Addressed by PES	Not addressed by PES
Strategy for vacancy handling which includes targets for achieving a minimum market share and for establishing/maintaining relationships with private agencies for the purpose of vacancy exchange (PES 2020, Employer services, 1.4.1)	BE Actiris, CZ, DK, EL, HU, IE, LT (7)	CY, MT, PT, SE (4)

Improvement Area	Addressed by PES	Not addressed by PES
Evaluation of effectiveness of communication for youth (increased awareness of YG among the young and of services offered by PES).	BE-Le Forem, HR, EE, LU, MT, PL, PT (7)	EL, IE, LU, NL (4)
Evaluation of client satisfaction with the services offered (e.g. through follow-up surveys).	HR, CY, CZ, DK, EL, IE, LU, MT (8)	
Quality of cooperation, including exchange of information, between PES and schools/training providers (e.g. transfer of information about dropouts or graduates between the education system and the PES).	BE-Le Forem, FR, EL, IT, LU, RO (6)	NL, PT, SE (3)
PES staff specifically trained in or dedicated to working with young people	BE Actiris, BE-Le Forem, DK, EL, HU, MT, SE (7)	RO (1)
Quality of cooperation, including exchange of information, between PES and youth services	BE-Le Forem, DK, EL, IT, LV, SE (6)	-
Communication strategy in place targeted at young people using the appropriate communication channels	BE Actiris, EE, EL, FR, HU (planned), IE (6)	
Funding: sufficient resources available to offer appropriate active labour market policy measures (ALMPs) for young people who cannot be integrated into employment, education or training without additional support (e.g. vocational training, subsidised employment etc.).	-	BE-Actiris, BE-Le Forem, EL (3)
Significance of PES role in the outreach and activation of NEETs	AT, BE-Le Forem, EL, SI (4)	BE-Actiris, NL, SE (3)
Provision of measures to promote entrepreneurship, particularly in sectors of economic growth, either in-house or in collaboration with appropriate partners.	BE-Actiris, CZ, EL, SI (4)	BE-Le Forem, CY, SK (3)
Service concept for intervention before young people leave school, finish vocational and educational training (VET) or	BE Actiris, BE-Le Forem, LV, MT (4)	CY, PT, SE (3)

Improvement Area	Addressed by PES	Not addressed by PES
come to the end of their work contract in case of dismissal to ensure an offer of employment, education, training, apprenticeship, traineeship as soon as possible after the young person becomes unemployed/leaves education (e.g. cooperation with schools or rules to register with PES before the contract ends) (HoPES concept)		
Monitoring and evaluation of ALMPs targeting young people and using evaluation results for improvement of the measures	BE-Le Forem, CY, EL, LU, (4)	NL (1)
Collection of information which allows a regular assessment of market conditions including information about employers' needs, sectoral developments and employment patterns of young people at all levels (PES 2020, Employer services, 1.6.1).	EL, RO (2)	CY, PT, SK (3)

4.8 Mutual learning and technical assistance

A majority of PES availed of mutual learning and technical assistance programmes as part of YG implementation

Over half of PES (18 of 30) have participated in mutual learning activities on youth with other Member States as part of YG implementation, as shown in Table 4.10. This includes participation in seminars, workshops, information exchange meetings and conferences related to the implementation of the Youth Guarantee. PES have also participated in youth-related mutual learning activities through other EU programmes such as Euro guidance, EURES, and the European Lifelong Guidance Policy Network (ELGPN). One PES, Greece, indicated it availed of Technical Assistance (from France) in reviewing its YG Implementation Plan.

Table 4.10 PES took part in mutual learning or technical assistance activities on youth with other Member States

Yes	BE-Actiris, BE-VDAB, BG, CY, DE, DK, EE, EL, FI, FR, HR, HU, IE, IT, LV, LU, SI, SE (18)
No	AT, BE-Le Forem, CZ, LT, MT, NL, PL, PT, RO, SK, UK (11)

(N=29 PES)

5 Key findings and conclusions

The findings presented in this report confirm to a large extent the previously observed trend that the implementation of the YG was leading to changes in most PES, albeit not in all²¹. Variability in the extent of change and impact of the YG on PES across Member States is due in some cases to the prior existence or experience of Youth Guarantee programmes or other relevant youth employment services²², while for other Member States the YG has required a new or strengthened focus on youth as a significant PES client group²³.

The synthesis results in this report indicate that most PES are currently central players in the implementation of the YG with management, coordination and service provision responsibilities. The findings indicate that the **majority of PES have expanded their existing service offer to young people in implementing the YG**. PES have increased their focus on young people as a target client group and most PES offer a range of early activation and interventions for young people aimed at increasing their transition to employment. However for a small number of PES implementation of YG interventions remains at an early stage of development.

While **the YG aim of early intervention is being achieved by most PES with regard to average time-scales for registration, half of PES were not able to indicate the extent to which PES offers are currently made to a young person within a four month period**. However over three-quarters of PES state that processes are in place to enable such monitoring.

In implementing the YG most PES are delivering a comprehensive range of service interventions to young jobseekers, ranging from registration, assessment of needs, development of individual action plans, career guidance, and training. A majority also provide face-to-face employment counselling, and entrepreneurship support for young unemployed people. Employment support and subsidies are offered to employers by most PES to facilitate the provision of increased apprenticeship, traineeship or work-placement offers specifically for the young unemployed. Provision of staff training on specific aspects of working with young people has also been a recent part of PES YG implementation. The **use of e-service interventions by PES** as part of YG implementation **is quite limited**- being primarily for registration, matching and support for geographical mobility. Likewise while the findings indicate that **an increased number of PES use social media as a communication tool for YG implementation, it is not currently universally or extensively used by PES** as a communications tool (over one quarter do not indicate any use of social media). There is therefore potential for PES **to make increased use of youth-specific communication channels such as social media**, email, and websites to communicate more effectively with young people.

Partnership engagement is an essential element of PES YG implementation, and the findings indicate that **most PES have expanded partnership activity as part of YG implementation**. The majority of PES report that they are currently engaged in partnerships to improve the level of information and support available to young people; to increase access to employment and training opportunities; and to support transitions from education to work. Partnership with employers was also foreseen as an integral part of YG implementation, and the majority of PES report ongoing engagement and partnership with employers. Overall the findings indicate that YG implementation has resulted in increased PES cooperation with vocational and further education and training institutions, other public sector institutions, other Ministries, municipalities and schools, along with increased cooperation with NGO youth

²¹ Small Scale Study on PES Business Models, 2014, p24

²² E.g. Austria, Denmark, Finland, Sweden, UK.

²³ E.g. BE-Actiris, EL, EE,HU,

organisations. However the **depth and nature of PES partnerships vary within YG implementation, with some that are formalised while others are more a mode of cooperation.**

PES proactive work with NEETs has increased within the context of YG implementation, along with development of **pilot projects focused** particularly on addressing the labour market needs of the **most disadvantaged** and young unemployed. Much of the implementation of PES outreach work with NEETs and vulnerable or at-risk young people within the context of the YG is facilitated through cooperation with NGOs, youth agencies and other public bodies rather than being delivered directly by PES staff.

A trend for **increased PES interaction with schools** to increase awareness of training and employment options and to facilitate smoother transitions from school to work can be observed. Two-thirds of PES indicate they undertake proactive work with schools as part of NEETs outreach within the YG, however only one-third of PES work with schools to re-integrate young jobseekers into education. There is potential to further expand and improve the level of PES cooperation with schools within the YG process.

A majority of PES have some **processes in place to facilitate monitoring of those elements of YG implementation that are within their remit; two-thirds have** established targets for service delivery and over three-quarters indicate capacity to monitor how many young people receive an offer within four months. Other PES indicate that they are currently developing such processes. Less than half of PES, however currently have capacity to monitor young people that leave the employment register. **PES capacity to evaluate effectiveness of their YG service offers is weak and underdeveloped.** PES have only limited capacity to follow-up all young people who receive an offer of education, training or employment. Few PES have undertaken evaluations of specific YG measures or client satisfaction surveys specifically targeted for young people within the YG process, although such surveys are planned by a number of PES. Further PES development of indicators and targets would facilitate the measurement of outcomes and effectiveness of specific YG measure. Likewise **not all PES have access to supply side labour market information such as traineeship and apprenticeship vacancy databases.** Increased access to such information could significantly contribute to improving PES capacity to achieve YG goals related to offers of a training or employment opportunity. However PES capacity to monitor and evaluate YG implementation is constrained by their respective roles, with only one-third of PES responsible for managing and coordination YG, while two-thirds are only one of the implementers of the national YG scheme.

PES implementation of the YG appears for the most part to have involved the **modification of existing services to take better consideration of the needs of youth, rather than the significant re-organisation of existing or the establishment of new services.** Most PES report that they have staff who have dedicated roles in YG implementation but precise information on the numbers of PES staff engaged in YG activities is not generally available. Equally there is **only limited evidence on the numbers of staff being assigned sole responsibility for the YG or of additional staff being recruited;** this reflects continuing embargos on public service recruitment in public services in many Member States. **Many PES were also unclear as to the proportions of PES funding that related to YG implementation,** again linked to the fact that YG services were closely integrated with existing core PES services. However it is likely that greater clarity will follow from the finalisation of ESF Operational Programmes for the 2012-2020 period, which PES indicate will include a substantial focus on addressing the needs of young unemployed and inactive.

The findings of this review show that **PES have begun to address some of the previously identified weaknesses or 'areas for improvement' in the**

implementation of the YG. A majority of PES indicate that interventions are underway to address critical weaknesses in their cooperation with schools and training institutions, in strategies for obtaining and handling vacancy information, and in reviewing effectiveness of communication strategies within the YG. However the report findings indicate that there is potential for further improvement of PES capacity in these critical areas. Additionally PES need to widen partnership engagement; to strengthen outreach activity for disadvantaged young people and NEETs; and to resource and strengthen monitoring, follow-up, and evaluation capacity to ensure they respond effectively to their role as key players in YG implementation.

Annexes

Table A 1 Key PES Partners and agencies per country and type of partnership

Country	PES Partners agencies		
	Partners agencies/institutions to ensure that young people have full information and support available	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work
Austria	Vocational training institutions	Employers	No detail
Belgium ACTIRIS	Brussels J	Bruxelles Formation re internships in private companies and public sector	Youth organisations; career planning operators
Belgium Le Forem	Cefo	Further education providers	Major employers such as army, federal police; and private companies (once-off)
Belgium VDAB	NGOs	Sectoral business bodies	Ministry of Education and Ministry of Work; 3 main Flemish educational networks (Go!)
Bulgaria	Educational institutions	Employers and social partners	NGO's; youth organisations
Croatia	Lifelong career guidance forum (members are representatives from ministries, NGO sector, social partners, private employment agencies); Chambers of Commerce	Regional chambers of Commerce; national employers' association	Lifelong career guidance forum; (members are representatives from ministries, NGO sector, social partners, private employment agencies); Chambers of Commerce
Cyprus	Youth Board of Cyprus; Education and training institutions	Ministry of Energy, Commerce and Industry; Human Resources Development Authority	Ministry of Education and Culture
Czech Republic	Ministry of Education, Youth and	Chambers of Commerce; Regional	Chamber of Commerce; private

Country	PES Partners agencies		
	Partners agencies/institutions to ensure that young people have full information and support available	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work
	Sport;	Advisory Councils; regional education authorities	employment agencies
Denmark	Youth Guidance Centres; Education and training institutions	Enterprises; employers; social partners	Job Centres; educational institutions
Estonia	Youth Centres; Rajaleidja	Employers (larger sized companies)	NGO's –voluntary work experience
Finland	Other Ministries through YG Coordination group	Other Ministries and public agencies via YG Working Group	Other Ministries – via YG Working Group
France	Ministry of Education (CIO centres); Regional Public Guidance Centres (SPO); ONISEP; Missions Locales.	FOQUALE (Training and employment Network)	Association APEC; 2 nd chance schools; EPIDE (re NEETs)
Germany	Guidance networks focused on school to employment transition	Federal 'Schulewirtschaft'; national career guidance bodies	Specialized youth employment services
Greece	Public authorities; other Ministries; social partners	Social partners; sectoral bodies; chambers of commerce; enterprises	NGO/3 rd sector organisations (e.g. KETHEA; OKANA)
Hungary	Not applicable – no partnership in place	National Chamber of Commerce and Industry; enterprises	National Youth Council; National Youth Expert Forum; Youth Contact Points
Ireland	Not applicable – no partnership in place (testing in pilot)	Not applicable – no partnership in place (testing in pilot)	Not applicable – no partnership in place (testing in pilot)
Italy	Regional bodies (no detail)	Regionally varies	Regionally varies

Country	PES Partners agencies		
	Partners agencies/institutions to ensure that young people have full information and support available	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work
Latvia	Youth NGOs; Municipalities; other statutory organisations	Employers	Employers; NGOs; Municipalities; and Schools
Lithuania	Youth Job Centres (YJC)	Employer organisations and associations	NGOs
Luxembourg	Centre for Guidance (Mission de L'Orientation)	Employers (outreach work)	SNJ/Voluntary Services
Malta	Youth agencies; Education services; Agency Zghazagh	VET institutions (e.g. College of Arts, S&T, Tourism Studies Institute)	No details
Netherlands	Municipalities and schools	– municipalities, businesses, schools	Private employment agencies , municipalities and schools
Poland	Voluntary Labour Corps; Academic careers offices – higher education institutions	Vocational training centres, Youth Labour offices; Job Agency Points	Social partners –including NGOs and local government units
Portugal	CQEP; Schools; Universities; Vocational integration offices; Youth shops; NGOs; Municipalities	Qualification and VET centres (CQEP); Businesses/industry; Vocational Integration Offices (GIP); universities; social partners	Local Units within YG Network
Romania	Not applicable – no partnership in place	Not applicable – no partnership in place	Not applicable – no partnership in place
Slovakia	Education institutions; regional bodies	No detail provided	Private employment agencies (planned)
Slovenia	Education and training institutions	Is the responsibility of the Ministry of Labour and Ministry of Education	Secondary schools; Youth NGOs; Universities; Centres of

Country	PES Partners agencies		
	Partners agencies/institutions to ensure that young people have full information and support available	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work
			Social Welfare
Sweden	National education agencies; municipalities; folk high schools	Employers (large sized companies); national customers/agencies	Trade Unions
UK	Career guidance providers; education and training institutions; other youth support services.	Employers (promotion of apprenticeships)	Private and non-profit (case-management) employment agencies

Table A2 - PES Tools for Outreach Work with NEETS by Member State

Country	Contact made with young people who have left school but not yet PES registered (Y/N)	Tool used for OUTREACH work							
		Proactive work with schools	Cooperation with NGOs, youth organisations	Employing or working with designated youth outreach workers	Providing new points of YG entry: Internet and social media services	Single point services / one-stop-shops	Mobile PES services	Awareness raising events or campaigns	Follow-up on young people who drop out from activation schemes/ no longer access benefits
Austria	Y	N	N	N	N	N	N	N	N
Belgium ACTIRIS	Y	Y	Y	Y		N	N	N	Y
Belgium Le Forem	N	N	N	N	N	N	N	N	N
Belgium VDAB	Y	Y	Y	Y	Y		Y	Y	Y
Bulgaria	Y	Y	Y		Y	Y	Y	Y	N
Croatia	Y	Y	Y	N	N	Y	N	Y	N
Cyprus	N	N/A	Y	N/A	N/A	N/A	N/A	N/A	N/A
Czech Republic	N	Y	N	Y	N	N	N	Y	N
Denmark	N	Y	Y	N	N	Y	N	N	N
Estonia	Y	Y	Y	N	N	N	Y	Y	N
Finland	Y	Y	Y	Y	Y	Y	Y	Y	N
France	N	N	N	N	Y	N	Y	Y	N
Germany	Y	Y	Y	Y	Y	Y	Y	Y	Y
Greece	Y	Y	Y	N	Y	Y	Y	Y	N
Hungary	Y	N	Y	N	N	N	N	Y	N

Country	Contact made with young people who have left school but not yet PES registered (Y/N)	Tool used for OUTREACH work							
		Proactive work with schools	Cooperation with NGOs, youth organisations	Employing or working with designated youth outreach workers	Providing new points of YG entry: Internet and social media services	Single point services / one-stop-shops	Mobile PES services	Awareness raising events or campaigns	Follow-up on young people who drop out from activation schemes/ no longer access benefits
Ireland	N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Italy	Y	Y	Y	Y	Y	Y	N	Y	N
Latvia	N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lithuania	N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Luxembourg	Y	Y	Y	Y	Y	Y	N	Y	N
Malta	Y	Y	Y	Y	Y	N	N	Y	N
Netherlands	Y	Y	N	N	Y	Y	Y	Y	Y
Poland	Y	Y	Y	N	Y	N	Y	N	N
Portugal	N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Romania	Y	Y	N	N	Y	N	N	N	N
Slovakia	N								
Slovenia	Y	Y	Y	N	Y	N	N	N	N
Sweden	Y	Y	Y	N	Y	Y	N	Y	N
UK	Y	Y	Y	Y	N	Y	Y	Y	Y

Table A3. Types of PES interventions for jobseekers in Youth Guarantee Scheme by Member State

Country	Types of intervention													
	Registration of young people in YG scheme	Career guidance	Career guidance for young people who are still in school	Specialised career guidance for young people with disabilities	Skills assessment or validation of prior learning	Face-to-face employment counselling	Presence on social media (Facebook, Twitter, LinkedIn, etc.)	Provision of automated matching tools	Individual action planning	Subsidies paid to employees or trainees	Working with schools to re-integrate young people in education	Support to entrepreneurship	Training for young people	Support for geographical mobility (in-country and EU-wide)
Austria	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y
Belgium Actiris	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y
Belgium Le Forem	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Belgium VDAB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Bulgaria	Y	Y	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	Y
Croatia	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y
Cyprus	N	Y	N	Y	N	Y	N	N	Y	Y	N	Y	Y	Y
Czech Republic	N	Y	Y	N	N	N	N	N	Y	N	N	Y	Y	Y
Denmark	Y	Y	N	N	Y	Y	N	Y	N	Y	Y	N	Y	Y
Estonia	Y	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y
Finland	Y	Y	Y	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y

Country	Types of intervention													
	Registration of young people in YG scheme	Career guidance	Career guidance for young people who are still in school	Specialised career guidance for young people with disabilities	Skills assessment or validation of prior learning	Face-to-face employment counselling	Presence on social media (Facebook, Twitter, LinkedIn, etc.)	Provision of automated matching tools	Individual action planning	Subsidies paid to employees or trainees	Working with schools to re-integrate young people in education	Support to entrepreneurship	Training for young people	Support for geographical mobility (in-country and EU-wide)
France	Y	Y	N	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y
Germany	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
Greece	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	Y
Hungary	Y	Y	Y	N	N	Y	N	N	Y	Y	N	Y	Y	Y
Ireland	Y	Y	N	Y	N	Y	Y	Y	Y	Y	N	N	Y	Y
Italy	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
Latvia	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y
Lithuania	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
Luxembourg	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y
Malta	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y
Netherlands	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Poland	N	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	Y
Portugal	Y	Y	N	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y
Romania	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
Slovakia	N	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y

Country	Types of intervention													
	Registration of young people in YG scheme	Career guidance	Career guidance for young people who are still in school	Specialised career guidance for young people with disabilities	Skills assessment or validation of prior learning	Face-to-face employment counselling	Presence on social media (Facebook, Twitter, LinkedIn, etc.)	Provision of automated matching tools	Individual action planning	Subsidies paid to employees or trainees	Working with schools to re-integrate young people in education	Support to entrepreneurship	Training for young people	Support for geographical mobility (in-country and EU-wide)
Slovenia	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y	Y	Y
Sweden	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
UK	Y	Y	N	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y

Table A4. Types of PES Youth Guarantee interventions for Employers by Member State.

Country	Types of intervention		
	Organise work experience and work trials	Preselection of young candidates for employers	Subsidies paid to employers
Austria	Y	Y	Y
Belgium Actiris	Y	Y	Y
Belgium Le Forem	Y	Y	Y
Belgium VDAB	Y	Y	Y
Bulgaria	Y	Y	Y
Croatia	Y	Y	Y
Cyprus	Y	Y	Y
Czech Republic	Y	Y	Y
Denmark	Y	Y	Y
Estonia	Y	Y	Y
Finland	Y	Y	Y
France	Y	Y	Y
Germany	Y	Y	Y
Greece	Y	Y	Y
Hungary	Y	Y	Y
Ireland	Y	Y	Y
Italy	N	Y	Y
Latvia	Y	Y	Y
Lithuania	Y	Y	Y

Country	Types of intervention		
	Organise work experience and work trials	Preselection of young candidates for employers	Subsidies paid to employers
Luxembourg	Y	Y	Y
Malta	Y	Y	Y
Netherlands	Y	Y	Y
Poland	Y	Y	Y
Portugal	Y	Y	Y
Romania	Y	Y	Y
Slovakia	N	Y	Y
Slovenia	Y	Y	Y
Sweden	Y	N	Y
UK	Y	Y	N

Table A5. Sources of funding for the YG (in millions EURO)

Country	Government funds		ESF		YEI			Other
	2014	2015 (planned)	2014	2015 (planned)	2014	2015 (planned)	2014	2015 (planned)
AT	125.2*	135.8	N/A	n/a**	n/a**	n/a**	N/A	N/A
BE Actiris	3.5	2.9	3.5	2.9	3.3	2.6	N/A	5.6***
BE LeForem	1.5	1.5	1.5	1.5	1.5	1.5	N/A	N/A
BE VDAB	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BG	12.4	19.0	24.8	108.8	N/A	7.7	N/A	N/A
HR	25.3	46.0	1.84	8.0	N/A	14.2	N/A	N/A
CY	0	3.3	2.5	19.3	8.5	3.1	0****	0.96****
CZ	N/A	N/A	59.9 (2013-2015)	59.9 (2013-'15)	N/A	29.0 (starting in Dec 2015 until 2018)	N/A	N/A
DK	N/A	N/A	N/A	N/A	0	0	N/A	N/A
EE	N/A	0.4†	0	2.1†*	N/A	N/A	2.8	N/A
FI	112	112	4.3	4.3	N/A	N/A	N/A	N/A
FR	2.9	11.4	2.4	9.7	4.7	18.7	31.0†**	N/A†****
DE	N/A	N/A	0†****	0†****	0†****	0†****	0†****	0†****
EL	1.7(for the apprenticeship scheme only)	N/A	9.9(for the apprenticeship scheme only)	N/A	N/A	12(not yet approved - for the Apprenticeship schemes only)	N/A	N/A

Country	Government funds		ESF		YEI			Other
	2014	2015 (planned)	2014	2015 (planned)	2014	2015 (planned)	2014	2015 (planned)
HU	7.6††	6.5	N/A	25.6	N/A	16.2	N/A	N/A
IE	528.4	528.4	0	0	0	0	0	0
IT	151.7	118.3	340.7	350.4	850.2	663.1	419.6††*	327.3††*
LV	0.15	0.31	1.6	3.2	1.6	3.2	0.13	0.26
LT	N/A	N/A	10.6	6.4	N/A	1.8	7.6	3.9
LU	N/A	N/A	N/A	5.6††**	N/A	N/A	N/A	N/A
MT	0.2	0.4	1.1	3.5	N/A	N/A	N/A	N/A
NL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PL	310.8	213.9	0.7††****	232.9	1.0††****	173.6	N/A	N/A
PT††****	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
RO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SK	N/A	N/A	N/A	100	N/A	72.2	N/A	N/A
SI†††	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SE	252.0	200.0	1.5	2.2	0.1	5.8	N/A	N/A
UK†††*	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

* government and ESF funds combined

** no funds received

*** regional budgetary envelope for Youth Guarantee target (as part of the sixth reform of the State) for transition internships

****ERDF

† 15% of the budget allocated to the new YG measures co-funded from ESF

† ESF funding for the two new Youth Guarantee measures introduced in 2015.*

*†** refers to the sum of ""ANI jeunes"" (5.6) and intensive support ""ANI jeunes"" financed by social partners*

*†*** The programme has been abandoned for the implementation of the new ""Accompagnement intensif des jeunes"" with European funding (ESF) within the YG scheme*

*†**** The fulfilment of the task is within the legal mandate of the Federal Employment Agency. Therefore the complete sum is not directly determinable.*

†† Based on the National Job Protection Plan, two different youth categories employer's social tax relief programmes. Please also note that this programme is under the supervision of the National Tax and Customs Administration.

†† regional and national cohesion action plan*

*††** In the ESF 2014-2020 an amount of 5.6 million Euros is earmarked for the development, consolidation and follow-up of the Youth Guarantee.*

*††*** Funds used by the Voluntary Labour Corps (VLC) for the employment of young people*

*††**** There is no specific budget for the Youth Guarantee measures, these measures are all included in ALMP expenditure. The PES will use the Operational Programmes to refinance the measures provided for under the Youth Guarantee.*

††† The PES does not have any data on the sources of funding of the national YG scheme since its overall management and coordination is the responsibility of the Ministry of labour, family, social affairs and equal opportunities (MoLFSA).

††† The Youth Contract has been implemented as a flexible support package with various programmes. It is not implemented as a unified service. Therefore, no specific financial resources have been dedicated to its implementati*

