



## Trust Yourself

Providing young people with activities and support to integrate into the labour market or education system

### LITHUANIA

**Title of the practice (in original language)**

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**Who is/was implementing the practice?**

Lithuanian Labour Exchange (PES) under the Ministry of Social Security and Labour

**Which other organisations are/were involved in the practice?**

- Department of Youth Affairs under the Ministry of Social Security and Labour (government)
- Non-Governmental Organisations (private or not-for-profit sector)
- Vocational training institutions (education system)

**What are/were the main objectives of the practice?**

To help young people (re)integrate into education and the labour market through intensive personalised support provided in cooperation with NGOs. This includes developing their skills through individual and group activities.

**When was the practice implemented?**

2013 – 2015

**Who is/was targeted by the practice?**

Socially vulnerable young people not in education, employment or training (NEET) aged 16-25, both registered and not registered with the PES.

**What activities are/were carried out?**

Trust Yourself was implemented in 15 of Lithuania's 60 regions, selected on the basis of a high rate of youth unemployment, higher propensity for undeclared work and presence of strong non-governmental organisations (NGOs). The regional project coordinators established partnerships with organisations willing to provide activities and opportunities to the participants. The target group was then recruited through a range of channels, including regional media, social media, informal meetings in youth centres and PES offices. After the initial recruitment, the project counsellors introduced the young people to the programme and carried out assessments to place the participants in groups with similar peers. Groups contained 10 to 12 young people under the supervision of one coordinator. Participants stayed in their groups for the duration of their time at Trust Yourself – typically three months. However, those who were deemed to need additional support would be placed in smaller groups, usually of five or six people, and would remain on the programme for a further three months.

	<p>During this time, participants would take part in a wide range of individual and group activities for a total of 90 hours for each three month period. These tended to be informal in nature and were designed to improve a range of participants' skills through practical experience tailored to participants' needs, including:</p> <ul style="list-style-type: none"> <li>• Spending time in private enterprises to gain an insight into the day-to-day operations of the workplace;</li> <li>• Visiting vocational training centres to familiarise themselves with the environment of a further education institution;</li> <li>• Informal training through practical tasks (e.g. pottery);</li> <li>• Team-building activities in groups (e.g. canoeing);</li> <li>• Social activities designed to improve cultural and soft skills (e.g. theatre trips).</li> </ul> <p>Project coordinators also helped the participants to develop their CVs and interview skills as well as to find education and employment opportunities. After the formal end of the programme, participants would retain a close relationship with their project coordinator who monitored their progress by, for instance, accompanying them to job interviews.</p>
What are/were the sources of funding?	<p>The total budget of Trust Yourself was EUR 1 158 480 which was provided in full by the <a href="#">European Social Fund (ESF)</a>.</p>
What are/were the outputs: people reached and products?	<ul style="list-style-type: none"> <li>• Around 4 000 young people participated in Trust Yourself, exceeding thus the target of 3 440.</li> <li>• Trust Yourself employed 24 staff, including 20 project coordinators and four administrators.</li> <li>• Partnerships were established with 40 private and not-for-profit organisations.</li> <li>• Over 10 000 activity sessions, both individual and group, were completed with Trust Yourself participants and the local PES, local enterprises, not-for profit organisations, and vocational training institutions.</li> <li>• Average expenditure for each participant was EUR 291.</li> </ul>
What are/were the outcomes: medium-term results or effects?	<p>Out of around 4 000 young people who participated in the programme, 87.5% completed the programme (against the target of 50% completing). Amongst the participants, 2 200 (55%) completed the programme with a positive result, including:</p> <ul style="list-style-type: none"> <li>• 1 200 individuals have found employment,</li> <li>• 120 have returned to the education system,</li> <li>• 880 individuals have been on enrolled in an active labour market policy measure (e.g. subsidised employment, vocational training, etc.).</li> </ul> <p>However, as shown by the participant survey conducted as part of the external evaluation, positive results were achieved also by those participants who did not complete the programme. The main reason for not completing the programme was to take up employment. 53% of survey respondents found a job during their participation in the programme, 11% could not continue due to personal reasons (illness, family responsibilities) and 10% went back to education or training. Importantly, 86% of the 355 participants surveyed indicated that the programme had met their expectations: 25% expected to find a job, 21% expected to improve their self-confidence, 19% wanted to gain new skills, 17% wanted to be engaged in any activity. According to the external evaluation, 40% (1 314) of Trust Yourself participants were still active in the labour market in the first quarter of 2016 while 11% (449) had returned to formal education, showing the positive longer-term effects of the programme.</p>

## What are/were the lessons learnt and success factors?

### Lessons learnt

- More collaboration between the project coordinators and the PES would have facilitated the creation of more partnerships.
- Trust Yourself had a specific six-month long programme (compared to a three-month standard duration) for socially vulnerable youth, however this was less successful than the standard duration: 60% of the participants did not complete the programme. Additional and targeted support to meet specific needs might have been necessary in this respect (e.g. psychological counselling / support) to respond to their particular and complex needs of this youth group.
- The external evaluation recommended that more time be provided for individual consultations, and that the size of working groups be reduced.
- Computer literacy training in Trust Yourself was also criticised as providing only initial skills that most young people already had.

### Success factors

- Ensuring many strong partnerships which give participants a range of opportunities to learn skills and help them in integrating into the labour market. This would also be critical to any expansion of Trust Yourself beyond the initial 15 regions. The good experience of the Trust Yourself programme is used in the YEI-funded projects 'Discover Yourself' and 'New start' .
- Targeting the programme in regions which have high NEET populations was an important feature.

## What are key sources of information?

### Evaluation report:

<http://www.esinvesticijos.lt/lt/dokumentai/evaluation-of-impact-and-effectiveness-of-measures-dedicated-to-promoting-youth-employment-under-the-priority-quality-employment-and-social-inclusion-of-the-human-resources-development-operational-programme-2007-2013-summary-of-the-final-report-of-evalu>