



Report on PES Implementation of the Youth Guarantee

September 2016

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September 2016

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¹ DECISION No 573/2014/EU

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List of Abbreviations

ALMP	Active Labour Market Policy
BL	Benchlearning
EC	European Commission
EEA	European Economic Area
EFTA	European Free Trade Association
EU	European Union
EURES	European Employment Services
ESF	European Social Fund
FTE	Full-Time Equivalent
GMI	Guaranteed Minimum Income
HoPES	Heads of Public Employment Services
IB	Intermediate Body
IPA	Instrument for Pre-Accession Assistance
LMP	Labour Market Policy
N/A	Not Available
NEET	Young Person Not in Education, Employment, or Training
NGO	Non-Governmental Organisation
NUTS	Nomenclature of territorial units for statistics
NPIEYG	National Plan for Implementation of the European Youth Guarantee
OP KED	Operational Programme Knowledge, Education, Development
PES	Public Employment Services
VET	Vocational Education and Training
YEI	Youth Employment Initiative
YG	Youth Guarantee
YGIP	Youth Guarantee Implementation Plan

EXECUTIVE SUMMARY

In response to the unprecedented levels of youth unemployment and inactivity resulting from the recession, the EU's Council adopted a recommendation on establishing a Youth Guarantee (YG) in April 2013. The YG ensures that all young people under 25, registered with employment services or not, receive a good offer of apprenticeship, training, continued education or employment that is suited to their abilities and experience, within four months of becoming unemployed or leaving education.

Similar analyses² have shown that PES are central players in the implementation of the YG, or other similar policies in countries not committed to the YG, but applying national policies to tackle youth unemployment. An increased proportion of PES with responsibilities in following-up on all young people who received YG services and in the design and maintenance of the YG monitoring system could also be noticed in the reporting period³, compared to the previous one (2015).

In implementing the YG, PES work in close cooperation with a range of partners, through formal partnership structures and informal cooperation arrangements. The permanent improvement of existing partnerships and the development of new ones has been the focus of many of the PES participating in the survey.

Career guidance, face-to-face employment counselling, individual action planning, training and employment incentives (including support for geographical mobility through EURES network) are the core interventions under the YG scheme. E-services are most used by PES for the registration of young people, for presence on social media and provision of automated matching tools. But knowing that young people are the first to adopt and use new, modern media communication channels, the use of social media as a real communication tool with youth remains quite low (only around two-thirds of PES). Moreover, comments made by some PES indicate that they use such social media sites especially to provide information on their services and measures targeted to youth.

In order to continuously improve the YG interventions and results, more than two-thirds of PES have developed pilot projects focussing on different aspects of working with young people within the reporting period.

The current analysis also revealed an increased proportion of PES involved in proactive initiatives to prevent the "NEETs phenomenon" and reaching out to NEETs. During the reporting period, an increased concern of PES was the follow-up on young people who drop out of activation schemes or who no longer access benefits. However, the level of PES involvement in such tracking activities remains quite low (only half of PES use this type of tool), considering the aim of YG is to specifically support young people not in education, employment or training and that the YG monitoring system requires Member States to report on the situation of all young people after leaving the YG scheme. Similarly, social media is used only by two-thirds of the PES as a communication tool for working with NEETs.

Although many PES have been quite active in implementing the YG, for many of them information on specific resources (staff and funds) for implementing the YG is still quite limited. As reported by PES, this is mainly due to the fact that services for youth are an integral part of PES' general activities, so the number of staff working solely on YG implementation cannot be judged from the information

² European Commission (October 2013) HoPES Assessment Report on PES capacities to implement the Youth Guarantee; European Commission (November 2014) Second Assessment report on PES capacity to implement the Youth Guarantee; European Commission (July 2015) Report on PES Implementation of the Youth Guarantee

³ Spring 2015-Spring 2016

provided. On the other hand, PES access to supply-side labour market information for young people improved in the current reporting period, but still remains limited. This is due, in many cases, to the fact that apprenticeship and traineeship programmes fall under the authority of other institutions, mainly in the education sector.

In order to strengthen the capacity to deliver the Youth Guarantee, staff training was provided by over half of the reporting PES on various aspects of working with young people.

PES are intervening early with young unemployed and inactive people in implementing the YG scheme. Half of PES have an initial meeting with a young person within two weeks of registration and for other one-eighth the average time scale for a first meeting is within one month. Around two-thirds of PES report that on average a jobseeker receives an offer of education, training or employment within a four-month period, starting with the day of registration or immediately after, in some cases. But, although the situation improved slightly during the reporting period, more than one-third of PES were still unable to provide data on the average timeframe for making an offer to a young jobseeker.

The involvement of youth in designing the YG scheme has been facilitated by formal PES partnership structures that include public and non-governmental youth organisations.

PES continue to improve their capacity for monitoring and evaluating YG interventions. The majority of PES establish some targets for YG implementation, monitor how many young people receive an offer within four months, follow-up the young people once they have entered employment or training and also follow-up the young people referred to education and training providers. But the follow-up of young people that receive YG interventions is not comprehensive as in many cases it refers only those young people who have been in training or participated in a specific YG Active Labour Market Policy Measure (ALMPs). Moreover, the monitoring of people who leave the register of unemployed remains quite limited. Many PES use satisfaction surveys for young people, but in most cases these are part of regular satisfaction surveys for all clients and not specifically targeted at youth under the YG. Nevertheless, there is evidence that PES are addressing previously identified weaknesses in YG implementation by focussing on improving communication strategies, cooperation with other relevant institutions, increasing vacancy notification capacity and strengthening the evaluation of services as well the PES role in the outreach and activation of NEETs.

The majority of PES benefited from mutual learning and technical assistance programmes as part of YG implementation.

To conclude, the current analysis indicates some improvement in many aspects of YG implementation and monitoring. At the same time, the report reiterates the conclusions of previous analysis⁴, more specifically that there is "great potential", while a strong need for further improvement of PES capacity in implementing, monitoring and evaluating the YG scheme still remains. PES need to continue their improvement and widen partnership cooperation, intensify outreach activities for NEETs, extend the use of e-services, improve access to the supply-side of the labour market, strengthen monitoring, follow-up, and their evaluation capacity so as to ensure their effective role as central players in YG implementation.

⁴ 2015 Report on PES capacity to implement Young Guarantee

1. Introduction

The economic recession since 2008 dramatically impacted the European labour market, resulting in overall reductions in employment levels and increased rates of unemployment. Young people have been particularly and disproportionately negatively impacted by the economic crisis in many Member States. Despite some improvements during recent years, in May 2016, more than 4 million young people (under 25) were still unemployed in the EU-28. The youth unemployment rate was 18.6% compared to 20.6% in May 2015, showing a slight decreasing trend. The lowest rates were in Malta (6.9%), Germany (7.2%) and the Czech Republic (10.1%), whereas the highest were recorded in Greece (50.4% in March 2016), Spain (43.9%), Italy (36.9%) and Croatia (31.4% in the first quarter of 2016)⁵. A high proportion of young people (12% NEET rate, 15-24 years, EU28 in 2015) is still neither in employment, nor in education or training (NEETs)⁶.

Under these circumstances, the concept of a Youth Guarantee was proposed by the European Commission as a structural reform in order to address youth unemployment and inactivity and to improve the transition from school to work. The Council Recommendation on the Youth Guarantee (YG) in April 2013⁷ 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. All 28 Member States submitted their YGIPs by mid-May 2014.

PES recognised that the introduction of the Youth Guarantee required an 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. Three assessment reports on PES capacity to implement the Youth Guarantee have been published to date⁸. The PES role in the implementation of the Youth Guarantee was also addressed in the 2014 Study on PES Business Models⁹.

A synthesis of current PES YG implementation patterns among Member States, including work with NEETs and the main types of YG interventions, is presented in this report, which covers the reporting period of spring 2015-spring 2016.

The current document, which is an updated version of the 2015 "Report on PES Implementation of the Youth Guarantee" also examines, where possible, the main interventions targeted to tackle youth unemployment in countries with policies in place slightly different¹⁰ than the EU YG Scheme, as defined by the Council Recommendation on Establishing a Youth Guarantee of 22 April 2013.

⁵ <http://ec.europa.eu/eurostat/documents/2995521/7545626/3-01072016-AP-EN.pdf/4281f757-75ef-4463-a15c-ca9f968b8513>

⁶ https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1602en.pdf

⁷ Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (2013/C 120/01)

⁸ European Commission (October 2013) HoPES Assessment Report on PES capacities to implement the Youth Guarantee; European Commission (November 2014) Second Assessment report on PES capacity to implement the Youth Guarantee; European Commission (July 2015) Report on PES Implementation of the Youth Guarantee <http://ec.europa.eu/social/main.jsp?catId=1100&langId=en>

⁹ European Commission (June 2014) Small Scale Study on PES Business Models

¹⁰ IS – "national interventions in place with emphasis on activation and services for young people, not a YG as such"; SE – "Youth Job Programme is not synonymous with programmes or interventions such as those set out in the 2013 Council Recommendation on the YG, the government is preparing the introduction of a 90-day YG"; NO- "has not implemented the EU YG, national YG is a political decision that prioritises certain groups of youth and not a statutory right"; UK-"has not established a YG scheme as suggested in the Council Recommendation of 2013, but continued with its existing plans in place, which better matched local and national circumstances and priorities".

Report on PES Implementation of Young Guarantee

The findings in this draft report are based on responses provided by 32 PES¹¹ from 28 Member States, Norway and Iceland (members of PES Network¹²), to an email questionnaire distributed by the European Commission and data collected during June and July 2016.

¹¹ AT, BE-ACTIRIS, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, ES, FI, HR, HU, IE, IT, IS, LT, LU, LV, NL, MT, PT, PL, RO, SE, SI, SK, UK

¹² <http://ec.europa.eu/social/main.jsp?catId=1100&langId=en>

2. PES Role in the implementation of the Youth Guarantee

2.1 Main areas of PES YG implementation responsibility

In 2016, PES continue to be central players in the implementation of the Youth Guarantee with a wide range of responsibilities in YG management, coordination

PES continue to be central players in the implementation of the YG, with a variety of responsibilities in YG management, coordination and direct service provision; an increased proportion of PES having responsibilities in following-up with all young people who received YG services and in the design and maintenance of the YG monitoring system could be noticed during the reporting period.

and direct service provision. As Table 2.1 shows, more than one-third of the PES (12 of 31¹³) have overall responsibility for the management and coordination of the national or regional¹⁴ YG scheme. Almost all PES (29 of 31) 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.

A major proportion of PES (26 of 31) also responded that they are one of a number of agencies with the responsibility of implementing the national YG scheme. More than half (18 of 31) have a role in the coordination of partners for implementing the YG and in outreach to NEETs (19 of 31).

Compared to 2015, an increased number of PES with responsibilities in following-up with all young people who received YG services (22 of 31 in 2016 - 12 of 29 in 2015¹⁵) and in the design and maintenance of the YG monitoring system (13 of 31 in 2016 - 3 of 30 in 2015) was observed.

Table 2.1 PES responsibilities in the implementation of the Youth Guarantee

YG Responsibilities	No. of PES	PES
Managing and coordination of the national/regional YG scheme	12	AT, BE-Le Forem, BE-VDAB, CY, CZ, DK, HU, IE, NO, PL, PT, SE
One of the implementers of the national YG scheme	26	AT, BE-Actiris, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, ES, FI, FR, HR, IE, IT, LV, LT, LU, MT, NL, NO, PL, 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, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK
Provision of PES services, including YG services to young unemployed people	29	AT, BE-Actiris, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, ES, FI, FR, HR, HU, IE, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK
Coordination of partners	18	AT, BE-Actiris, BE- Le Forem,

¹³ PES UK- no information provided to the related question, PES IS- "not the case"

¹⁴ BE-Le Forem, BE-VDAB

¹⁵ 2015 Report on PES Capacity to implement the Youth Guarantee- <http://ec.europa.eu/social/main.jsp?catId=1100&langId=en>

YG Responsibilities	No. of PES	PES
		BE-VDAB, CY, CZ, DE, DK, FI, FR, HU, IT, LT,NL, NO, PL, PT, SE,
Outreach to NEETs	19	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, EL, FI, HR, HU, IT, LT, LU, MT, NL, PL, PT, RO
Follow-up of all young people who received YG services	22	BE-Actiris, BE-VDAB, BG, CY, CZ, DE, DK, FR, HR, HU, IE, IT, LT, LU, LV, MT, NO, PL, PT, SE, SI ¹⁶ , SK
Design and maintenance of the YG monitoring system (incl. indicators)	13	BE-Actiris, BE-VDAB, BG, CY, CZ, DK, FI, FR, LT, LU, MT, NO, PT
Other	4	EL, LU, PL, SI

$N^{17}=31$

Other responsibilities, as reported by PES, are related to: "data collection and analysis regarding YG services provided by the PES" (EL), "reorganisation of the YG services in order to extend the YG scheme to young people up to 30 years" (LU), "reporting on YG implementation-Intermediate Body under ESF Operational Programme Knowledge, Education, Development 2014-2020" (PL) or "participating in the YG Working group and reporting on work with young unemployed to the Ministry of Labour, Family, Social affairs and Equal opportunities" (SI).

2.2 Nature of PES partnerships for YG implementation

PES work in close cooperation with a range of partners in YG implementation, through formal partnership structures and informal cooperation arrangements with relevant organisations and institutions. The permanent improvement of partnerships has been the focus for almost all PES. Moreover, initiatives for partnership development are piloted or planned, or agreements on the exchange of relevant information exist even in countries where PES have reported "no partnerships in place."

The 2015 Report on PES Implementation of the Youth Guarantee indicated that in implementing the YG "most PES facilitate and participate in a range of partnerships with a variety of differing objectives". The current analysis confirms this pattern that is outlined in Table 2.2. Partnerships are mainly aimed at ensuring that young people have full

information and support available, to increase employment, apprenticeship and traineeship opportunities and to support transitions from unemployment, inactivity or education into work.

Further details on key PES partners within each country responding to the questionnaire are provided in the Annex (Table A1).

Such partnerships include both formal partnership structures and informal cooperation arrangements with relevant organisations and institutions. Also, initiatives for partnership development are piloted or planned, or agreements on

¹⁶ Only of those who participated in ALMPs

¹⁷ N= number of PES providing information to the related question

the exchange of relevant information exist even in countries where PES have reported “no partnerships in place” (Table 2.2).

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
	29	3
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, EE, EL, FI, FR, HR, HU, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, SE, SI, SK, UK	ES (but agreements and consultation arrangements in place on the exchange of information, the operation of information systems, and the Youth Guarantee database) IE (piloted/tested under a project), RO (planned)
	27	5
Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, SE, UK	ES (but agreements and consultation arrangements in place on the exchange of information, the operation of information systems, and the Youth Guarantee database), IE (piloted/tested under a project), RO (planned), SI (partnership issues related to apprenticeships and traineeships within the YG scheme are under the responsibility of Ministry of Labour/MoLFSa and Ministry of Education but also ad hoc partnerships in place at municipal level), SK
	27	5
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, EE, EL, FI, FR, HR, HU, IS, IT, LT, LU, LV, NL, NO, PL, PT, SE, SI, UK	ES (but agreements and consultation arrangements in place on the exchange of information, the operation of information systems, and the Youth Guarantee database), IE (piloted/tested under a project), MT, RO (planned), SK
	23	
Other partnerships	AT, BE-Actiris, BE-Le Forem, BE-VDAB, CY, CZ, DE, DK, EE, EL, ES, F, HU, IE, IS, IT, LU, MT, NL, PT, SI, SK, UK	

N=32

Partnerships to ensure that young people have full information and support available: The majority of PES (29 of 32) 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 or other educational institutions (central and local level), NGOs or youth centres (e.g. AT, BE-Actiris, BE-VDAB, BG, DE, DK, FR, HR, IS, LT, NO, SI, SK, UK, etc.). In some countries, these partnerships are facilitated through national YG coordination groups (e.g. CY, FI), while other PES engage in partnerships through municipalities, regional and local youth and education bodies, or regional chambers of commerce (e.g. FR, HR, LV, PL, NL, etc.).

Some significant changes to partnerships of this nature have been mentioned by PES, as illustrated in Box 1.

Box 1

PES VDAB is actively focussing on the development of “train-the-trainer programmes” in order to share its specific expertise and information to “education professionals” who work on career guidance in schools or other education institutions.

In Denmark, PES have initiated activities to extend the “Building a bridge to education initiative”¹⁸ to more local municipalities, in order to enhance cooperation between local municipalities and education institutions. The measure will also be piloted to include more vulnerable young persons. The support given to this category of youth includes practical work training in enterprises, so that the cooperation with enterprises will also be strengthened.

Within the project “Youth Prop Up”¹⁹, **PES Estonia** improved cooperation by mapping the regional opportunities and cooperation of partners, updating and transferring information between partners, networking, facilitating mobile youth working points, and other opportunities for contacting and finding young people.

PES France is in the process of concluding an agreement with “Agence France Entrepreneur”, a public agency that encourages entrepreneurship. The agreement has the specific objective of implementing a specific intervention under the YG, called “Garantie Jeunes”. Intensive support (collective workshops, vocational guidance, trainings, contact with employers and follow-up into employment) will be provided to young people aged 16-25. Originally planned as an experiment, the government has recently decided to extend this intervention to all NEETs living outside their parents’ homes, without financial assistance from them.

In Finland, the overall coordination responsibility of Youth Guarantee has been moved to the Ministry of Education and Culture. The composition of the national steering group, that will start its activity this autumn, has changed, in the sense that there will be more representation from third sector stakeholders.

Starting in 2016, the **Croatian PES** organised a “European Employers’ Day” in cooperation with partners at local level. Moreover, an agreement on exchanging data/information on pupils and students has recently been signed between PES and the Ministry of the Science, Education and Sport. Also, since the beginning of this year, the Lifelong Career Guidance Centres (CISOKs) concluded 35 cooperation agreements with different organisations at local and regional level (schools, universities, adult education institutions, NGOs, etc.).

In Norway, within a pilot project, PES advisers work several days a week in high schools. Based on good results, these type of activities have been extended to all counties.

New partnerships have been established in the case of **PES Poland**, e.g. “Białystok VLO” (Regional Employment Office) cooperates with the “Białystok Technical University” on the implementation of “Podlaskie Voivodship welcomes the youth” project.

From 2016, cooperation has been broadened in **Sweden** to include the development of vocational guidance in secondary schools and municipal adult education institutions. Moreover, in order to implement the government’s new initiative “90-Day-Guarantee” for unemployed young people, PES have increased cooperation with municipalities through the “Delegation Youth to Work”, a delegation under the Ministry of Employment acting in issues related to youth unemployment. The delegation was set up in order to achieve better cooperation between actors involved in the field of youth employment at local level. As a result, PES has signed cooperation agreements with 287 (out of 290) municipalities on how to work with young people.

Starting in November 2015, **Jobcentre Plus in UK** has been supporting schools by providing advice on the skills that employers are looking for and routes into work experience, traineeships and apprenticeships. Also, Jobcentre Plus Employment Advisers offer early intervention support for pupils aged 12 to 18 at risk of becoming NEET.

¹⁸ The aim of the project is to prepare and support youth, professionally and personally, to finish an ordinary education
<http://www.nordiclbourjournal.org/i-fokus/in-focus-2015/theme-april/article.2015-04-10.5447715354>

¹⁹ <https://tuqila.ee/support-program-youth-prop/>

In what is related to the *Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities for young people*, a high proportion of PES (27 of 32) report that they are currently involved in such partnerships. The key PES partners in this regard are:

- Employers and employer organisations, including chambers of commerce (e.g. AT, BE-VDAB, BG, CZ, DK, FI, EE, EL, HR, HU, IS, LT, LU, LV, MT, PL, SE, UK)
- Different relevant ministries (e.g. CY, NL, SI)
- Education and training providers/institutions (e.g. BE-Actiris, BE-Le Forem, LV, FR, NL, NO, PL, PT, etc.)
- Social partners (BG, CZ, DK, EL, LU)
- Local authorities and local sector bodies (e.g. CZ, EL, IS, HR, NL)
- NGOs and other relevant organisations (DE, IS, LV, NL, PL)
- Social Assistance or similar centres (FR, PL, PT)
- National Employment Observatory (LU)

Some examples of significant changes to partnerships of this nature are presented in Box 2.

Box 2

PES BE-VDAB has increased the involvement of sectors into full-time secondary education and higher education.

In Estonia, the PES have modernised and strengthened employers' services.

PES France signed a national agreement, with a famous French association ("Nos quartiers ont du talent"), which fights against discrimination in the hiring process of young graduates under 30, coming from disadvantaged suburbs. Young jobseekers can benefit from a "mentors' network" aimed at improving their social skills and abilities to communicate with employers.

For better advertising of apprenticeship schools locally, **PES Greece** increased cooperation with enterprises, social partners and Chambers of Commerce representatives.

Recently, **PES Hungary** has launched a new ESF co-funded traineeship programme for SMEs that employ young qualified people below 25. A consortium of VET centres (one in each county) is responsible for providing assistance to enterprises and serving as an intermediary point between SMEs that want to apply for the programme, young people and PES.

The Youth Guarantee Plan **in Italy**, within the National Operational Programme YEI, promoted an improved synergy between public and private sectors.

PES Luxembourg has concluded a convention with the "Luxembourg Employers' Association" with the objective to facilitate the employment of specific target groups, including young people; also PES has concluded several partnerships with the main training organisations in Luxembourg, such as: "Luxembourg School for Commerce", "Luxembourg Lifelong Learning Centre", "Training-centre of the Chamber of Crafts", "National training institute for public administration (INAP)," etc.

In order to provide traineeships in local public institutions, new ad hoc partnerships have been built by the **PES Slovenia** in some municipalities.

Partnerships to support young people in transition from unemployment, inactivity or education into work: A majority of PES (27 of 32) 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 wide range of institutions and organisations, e.g.:

- Employers and employers' organisations, including chambers of commerce (e.g. AT, BE-Le Forem, CZ, DE, FR, HR, LV)
- Different relevant ministries (e.g. FR, CY, BE-VDAB)
- Education and training providers/ institutions (e.g. AT, DK, FR, LU, PL, PT, SI)
- Carrier guidance centres (BE-Actiris, SI)
- Local authorities and local sector bodies (e.g. DE, IS, LU, LV, NL)
- NGOs and other relevant youth organisations and institutions (BE-Actiris, DE, FR, EE, HU, LT, LU, LV, SI)
- Private Employment Agencies/providers (CZ, FI, IT, LU, NL, NO, UK)

PES also reported some significant changes to partnerships of this nature, of which some are presented in Box 3.

Box 3

PES BE-Actiris launched a new "Find-Mind-Bind" project involving partners such as PES, social services, housing and health authorities and education and training institutions, and in some cases NGOs and trade unions, etc. The project is aimed at reintegrating NEETs into a learning pathway.

As mentioned by the **PES BE-Le Forem**, all Belgian PES have signed an agreement aiming to reinforce the cooperation with some private companies, members of the "Alliance for youth". The Belgian PES provide advice and follow-up of vacancies to some big companies such as: "Nestlé", "Securex", "Ernst & young", "IBA", "IBM", "Adecco", "Axa", and "Sodexo".

BE-VDAB promoted increased input of sectors into full-time secondary education and into higher education.

Employment pacts have been concluded by the **PES Czech Republic**.

In Germany, 218 Youth Employment Agencies have been established aimed to offer support, from one single point/source, to the young people in the transition from school to work.

PES Estonia has established new cooperation at local level with NGOs that employ youth.

PES Greece implemented a pilot partnership project through cooperation with some relevant companies or NGOs (e.g. "Manpower", "PRAKSIS NGO" and "Menon Group").

In Finland, The Ministry of Employment and the Economy implements some pilot new cooperation models with private service providers within projects. Part of these projects is targeted at young jobseekers.

PES France is in the process of negotiating a national agreement with the association "Mozaik RH". The main goal of this association is to support youngsters by providing assistance in apprenticeships and training, with a network of 150 companies. "Pôle emploi" has also reinforced its partnership with the Ministry of Defence. Adapted military services for youth from overseas territories has been enlarged to metropolitan France, where 300 centres were created in 2015. Support is given to youth to obtain basic knowledge, a driving license and vocational training with the support of "Pôle emploi". Also, last year, a national agreement and around 10 local agreements were signed between PES and the "group of employers for integration and qualification" (GEIQ), which is an employers' association that gathers 3000 companies with the aim to integrate the most disadvantaged groups, such as young people, into work.

In Ireland, from 2018-2020, the focus of specific national policies will be shifted to currently inactive working people (including youth) who are "ready" to work. Partnership approaches to support transitions for these groups may be developed within a latter phase of the strategy.

PES Lithuania has concluded a new cooperation agreement with private employment agency "Headex Group". Within the ESF project, "Discover Yourself" the cooperation, based on partnership, was developed. The partners of the project are 10 local Labour Exchange Offices, the Department of Youth Affairs under the Ministry of Social Security and Labour and 57 organisations working with youth. The aim of this project is to increase the motivation of inactive youth and to support their transition from inactivity to work.

In Luxembourg, the different partners of the YG, including PES, have agreed on mutual assistance for young people. Each partner is fully informed about the specific offers of the different partner organisations and signposts the young people accordingly. The PES is also a partner in the projects "4Motion"²⁰ and "Youth4Work"²¹ financed by the ESF. The objectives of the projects are awareness raising and training aimed at changing stereotypes and prejudices, fighting against social and labour market exclusion and discrimination and promoting citizenship.

PES Poland has broadened cooperation with local authorities, such as the "Voivodship Council for Labour Market" and the "Voivodship Council for Social Dialogue".

Some PES also report other agreements or partnerships aimed to support implementation of YG scheme. For example:

- Partnerships between relevant institutions for a better exchange of data for establishing a NEET tracking system (for the inactive NEETs) (HR, LV)
- Partnership aimed to pilot new proceedings in the referral and assessment of young persons with disabilities (HR)
- Partnership aimed at developing a new communication and cooperation model for better information about the youth guarantee (LT)
- Partnership aimed at supporting the young people entering the labour market through the execution of the loan programme "First business-Start-up support" (PL)

2.3 Pilot projects

PES have developed pilot projects as part of YG implementation focussed on different aspects of PES work with young people.

More than two-thirds of PES (23 of 32) indicated that they had developed pilot projects in the reporting period, specifically targeting youth as part of YG

implementation (Table 2.3). More than one-fourth of PES (9 of 32) indicate that no pilot projects had been implemented during the reporting period.

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

Yes	AT, BE-Actiris, Be-Forem, BE-VDAB, BG, CY, CZ, DK, EE, EL, FR, HR, HU, IT, LT, LU, MT, PL, PT, SE, SI, SK, UK (23)
No	DE, ES, FI, IE, IS, LV, NL, NO, RO (9)

N=32

The new pilot projects addressed different aspects of YG implementation; some examples are illustrated in Box 4.

Box 4

In some countries, improved approaches in working with youth or new instruments have been, or are planned to be, introduced through new policies or strategies, changes/amendments of relevant laws or division of responsibilities among various relevant institutions:

- **In Austria**, a new distribution of responsibilities between institutions under the authority of the Ministry of Labour has been decided: PES are now responsible for job/employment-related activities or projects while the Social Services (Sozialministeriumservice) are responsible for "Produktionsschulen/Production school". Objectives of the "production

²⁰ <https://www.4motion.lu/>

²¹ <http://youth4work.lu/>

schools” are the social integration of young people as well as their long-term (re-)integration into the education, training and employment system.

- **In Belgium, Brussels-Capital Region**, the “development of an integration contract” is a new measure/intervention aimed to support graduates find employment, if they have not found a job solution or a specified Youth Guarantee job offer 18 months after their registration (first registration after studies).
- By a new policy, the **Government of Flanders** has decided to focus on three target groups: young people, people over the age of 55 and people with an occupational disability. For young people, the system of reducing the employer’s social security contributions is applied. In the young people group, additional support is foreseen for low-skilled people.
- **In Poland**, the amendment of the relevant law introduced a new instrument for supporting the employment of youth - reimbursement of the costs incurred by employers in relation to hiring an unemployed person, aged up to 30 years.
- From April 2017, **the UK Government** will be introducing a “Youth Obligation” for most young people (18-21 years) claiming social protection benefits. Under this new initiative, the young people (18-21) who claim the “Universal Credit”²² will participate in an intensive period of support, consisting of job-search and interview techniques and structured work preparation.
- With the technical assistance of ILO, **Portugal** is designing an outreach strategy for the inactive young NEETs. For the strategy design, a working group was created, having in its composition several entities related and/or with responsibilities in early school leaving, social and child protection, migrants, territorial networks, best practices in social/ school integration.

In other countries, such as **Slovenia, Croatia, Estonia, Cyprus, Lithuania**, pilot projects focus on the development of counselling and career guidance services.

Projects targeted to support the employment of youth, through employment subsidies, training or promotion of technical jobs are/have been implemented by **PES Slovakia, Sweden, Bulgaria and BE-Le Forem**.

PES France launched “Emploi Store”²³, which is an aggregated platform with interactive e-services covering four main areas: Choosing a Job; Finding a Job; Training; Preparing an Application. In May and June 2016, two new “topics” were introduced to the platform: “Creating a Company” and “Working at International Level”.

In Sweden, the ESF project “UngKOMP”, is targeted at broadening cooperation between PES and municipalities, and improving each organisations’ methods of working with unemployed youth. The project is implemented through cooperation between PES and 13 municipalities. “Multi-competent” teams work together in tackling youth unemployment and share the same offices, although they are employed by different institutions- either by PES or by the municipalities.

The development of new ALMPs is the aim of pilot projects implemented in **Hungary, Greece and Croatia** (including through needs assessment). Three pilot-targeted communication actions will also take place in Greece, mainly in cooperation with local authorities.

In Luxembourg, in addition to the new ESF-projects , i.e. “Fit4Coding”²⁴, “Fit4Green Jobs”²⁵, “Youth4Work”²⁶ (see Box 3), the project “Outreach” has been developed in cooperation with local youth organisations in order to provide better follow-up and assistance to young people who have dropped out of the YG services provided by the PES.

Job clubs and job search techniques are piloted in **Malta**. While **Italy**, through the project “Youth and Legality”, focusses on personalised support to NEETs under some criminal prosecution measures entrusted to Juvenile Justice Services.

²² <https://www.gov.uk/universal-credit/overview>

Universal Credit is a social protection benefit for persons with low income or out of work.

²³ <http://www.emploi-store.fr>

²⁴ <http://www.fonds-europeens.public.lu/fr/projets-cofinances/fse/2014-2020/1026/index.html>

²⁵ <http://www.fonds-europeens.public.lu/fr/projets-cofinances/fse/2014-2020/1008/index.html>

²⁶ <http://youth4work.lu/>

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.

Two-thirds (21 of 32²⁷) of PES reported that dedicated staff have been allocated for YG implementation (Table 2.4), but most of these 21 PES included staff

who work with YG implementation in addition to other tasks. Around one-third of PES (11 of 32) indicated that they do not have staff members dedicated to YG implementation.

Table 2.4 PES have dedicated staff members for YG implementation

Yes	BE-Actiris, BE-VDAB, BE-Le Forem, BG, CY, CZ, DK, EE, ES, FI, FR, HR, HU, LV, LT, LU, MT, NL, SE, SI, UK (21)
No/not the case	AT, DE, EL, IE, IS ²⁸ , IT, NO, PL, PT, RO, SK (11)

N=32

But the number of staff working solely on YG implementation could not be judged from the information provided, or in some cases, information was not available.

BE-Actiris PES was an exception. It reported that 29 job coaches (FTE) are dedicated to YG. Additionally, 126 counsellors are dedicated to the YG three afternoons per week. PES in the Netherlands reported that since late 2015, one PES staff member is/was 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. In Estonia, 11 new career information specialists and one YG Coordinator were recruited in 2015. They are "exclusively dedicated to the implementation of the YG," but "as the young jobseekers are only one of the sub-groups" of PES clients, "all PES staff members are to a larger or lesser extent involved in the implementation of the Youth Guarantee in practice."

More information on the PES staff working for the implementation of the YG is provided in Annex, Table A2.

2.4.2 Staff training

Over half of PES (18 of 30)²⁹ reported that they provided some training for staff in the last 12 months (Table 2.5).

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

Four PES mentioned that no training was provided during the reporting period. For the other eight, information was not available. Training was most commonly provided in employment

²⁷ PES IS-not the case

²⁸ YG is not implemented as such in Iceland, so "not the case"

²⁹ PES RO and UK- no information provided to the relevant question

counselling, vocational orientation and guidance, and career counselling for youth, within the context of YG implementation (e.g. BE-VDAB, BG, CZ, EL, LT, LV, MT, SI).

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

Yes	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, EE, EL, FR, HR, IE, LT, LU, LV, MT, SI, PL, PT (18)
No	CY, HU, IT, SK (4)
N/A, "not the case"	AT, DK, ES, FI, IS ³⁰ , NO, NL, SE (8)

N=30

Other types of staff-training focussed on topics such as:

- Measures and services for young people/working with youth (EE, HR, LU, MT, PL)
- Working with vulnerable groups (BG, MT)
- Counselling and career guidance/guidance for problematic young people (FR, BE-VDAB)
- Integrated services (IE)
- Individual Action Plan (CZ,IE)
- Support in using e-services (FR)
- Effective communication (LV,MT), ethical practices in social care, basic psychology and emotional intelligence, healthy team dynamics providing effective social care and promoting social and emotional resilience (MT)
- Activation of LTU (SI)
- Cooperation with employers (LV), etc.

2.4.3 PES funds dedicated to the implementation of the YG

PES information on specific YG budgets and information on the share of PES YG funding allocation is limited mainly due to services for youth being an integral part of their overall basic services.

More than half of PES (15 of 29)³¹ did not have available data on the total PES funding resources dedicated to the implementation of the YG (BG, CY, DE, DK, EL, ES, FI, FR, IE, IT, LU, NL, NO, PL, PT). For many, this is due to services for youth being an integral part of their overall basic services.

Greece indicated that the precise PES allocation was not yet known as the National Youth Guarantee Implementation Plan is currently under revision. Nine PES provided data on their 2015 YG implementation resources, as shown in Table 2.6.

³⁰ Not the case

³¹Three PES (CZ, RO, UK) did not provide information to the related question; PES IS- "Not the case"

Table 2.6 PES resources allocated to YG implementation

PES	€ Million
Austria	142
BE-Actiris	15.2
BE-Le Forem	5.5 (YEI and ESF programmes)
BE-VDAB	77 (Estimated, including training measures)
Croatia	35.4 (government funds, YEI, ESF)
Estonia	2.4 (new additional YG measures that are co-funded from the ESF)
Malta	0.2
Sweden	212
Slovenia	22.18 (staff costs in ESF co-funded projects, ALMPs, LLL guidance and LM forecasts-ESF co-funded projects)

N=29

Other four PES provided data on resources for YG implementation for the entire programming period, as illustrated in Table 2.7.

Table 2.7 2014-2020 PES resources allocated to YG implementation

PES	€ Million Programming period 2014-2020/2014-2018
Hungary	Around 508 million - in the framework of ALMPs (2014-2020)
Lithuania	63.5 (2014-2020)
Latvia	33.98 (2014-2018)
Slovakia	150 (2015-2020)

N=29

Likewise, a quarter of PES (8³² of 31) did not have data available on the relative proportion of overall YG funding from government funds, ESF, YEI and other sources, while other PES provided only partial information. The available data provided by PES on funding for 2015 and 2016 (planned) is presented in the Annex to this report, Table A3.

Similarly, data on the share of national PES funding assigned to the YG was not available from more than half of PES (18³³ of 31). Only ten PES provided estimates of the PES share of YG national funding for 2015. As shown in Table 2.8, this ranged from 5% (BE-Le Forem) to around 80% (CZ, HU).

³² PES DK, DE, LU, NL, NO, PT, RO, SK; PES IS (not the case), PES UK- no information provided to the relevant question

³³ BE-Actiris, BG, DE, DK, EE, EL, ES, FI, FR, IT, IS(not the case) LU, NL, NO, PT, SE, SI, UK; PES SK, MT, IE-Data in million Euro; Ro - no information provided

Table 2.8 Share of overall national funding for the YG that is assigned to the PES

PES	%
Austria	12.8%
BE-Le Forem	5%
BE-VDAB	0 ³⁴
Cyprus	28%
Czech Republic	around 80% ESF funding
Croatia	8.7%
Hungary	80%
of the funding of the Youth Guarantee in the 2014-2020 programming period is assigned to PES	
Lithuania	66%
Latvia	48.5% ³⁵
Poland	50.7%

N=31

PES in Luxembourg commented that no special budget is dedicated to the implementation of the Youth Guarantee, which is fully integrated into the service portfolio. PES Italy mentioned that it is not possible to indicate the share of national funding for the YG assigned to the PES, because it is established in relation to the implemented activities, decided at regional level. As commented by the PES Greece, such data is not available due to the fact that the Youth Guarantee National Coordinator has oversight of the financial and operational aspects of the YG implementation plan.

³⁴ As reported by PES – VDAB, “the only region eligible for YEI funding is the Brussels region. So, the PES of the Flemish region, VDAB, does not receive YEI funds, although there was a recent collaboration with PES Actiris to provide counselling for the Dutch speaking unemployed in Brussels. Some of them are young people, but there is no direct link between the YEI funding that BE-Actiris receives and the financial compensation provided to PES VDAB for its services/efforts.”

³⁵ January 1, 2014-June 30, 2018

3. Reaching out to NEETs

3.1 Extent of PES outreach to youth

According to the 2015 Report on PES implementation of the Youth Guarantee³⁶

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

more than half of PES (17 of 29) were engaged in proactive work with NEETs. This current study indicates an increased proportion of PES that have proactive initiatives to prevent the “NEETs phenomenon” by

preventing the appearance of NEETs and by reaching out to NEETs. Almost two-thirds of PES (21 of 32) implement proactive initiatives to prevent dropouts of students and/or make contact with young people who have left school, but have not yet registered with the PES (Table 3.1 and Annex, Table A4).

Table 3. 1 PES implementing proactive initiatives to prevent dropout of students and/or making contact with young people who have left school but have not yet registered with the PES

Yes	BE-Actiris, BE-Forem, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR ³⁷ , HR, HU, IS, IT ³⁸ , LU, MT, NL, PL, PT, SI, UK (21)
No	AT, CY, DK, ES, IE, LT, LV, NO, RO, SE, SK (11)

N=32

According to the table above, only one-third of PES (11) do not engage directly in proactive work with NEETs. This is because, as commented by some PES, the outreach work to young people is under the responsibility of other institutions or authorities. This is the case, for example, in Denmark, where the outreach work to young people is performed by the Youth Guidance Centres under the Ministry of Education. Even so, some job centres/employment offices do proactive work with schools, but it is up to the municipalities to decide on the type of services and cooperation between different actors.

A more or less similar situation can be found in Romania and Slovakia, where PES do some proactive work with schools, although are not directly responsible for working with NEETs.

Similar to Denmark, in Ireland, the Department of Education and Skills (national authority in the field of education and training) has the responsibility for youth outreach services.

The same situation can be found in Lithuania, where the PES have no responsibility to reach out to NEETs, a function that is assigned to the Department of Youth Affairs under the authority of the Ministry of Social Security and Labour. Nevertheless, the Lithuanian PES, in partnership with the Department of Youth Affairs, implement the Youth Initiative Project “Discover Yourself”. During this project, “unified” services for both active and inactive NEETs are carried out. In Sweden, the outreach work is the responsibility of municipalities, but PES cooperate with them locally. In Norway, the pilot activities of PES advisers in high schools will be extended to all counties.

³⁶ <http://ec.europa.eu/social/BlobServlet?docId=14322&langId=en>.

³⁷ Other bodies are responsible for it in France, but with the “Emploi Store Platform” PES reach out to young people through an appropriate channel.

³⁸ Indirectly, MIUR Italia Lavoro (in-house entity of Ministry of Labour)

3.2 Main PES outreach tools for work with NEETs

PES use a combination of tools and partnerships for preventing and reaching out to NEETs. In the reporting period, focus was directed at proactive work with schools, cooperation with NGOs and youth organisations as well as awareness raising activities. Also, special attention was given to the follow-up on young people who drop out of activation schemes or who no longer access benefits.

Most of the 21 PES that engage in prevention and outreach work with NEETs within the context of YG use a combination of specific tools. As shown in Table 3.2 and the Annex, Table A4, proactive work with schools, implemented by 18 of 21 PES, and cooperation with NGOs and youth organisations (17 of 21 PES) are the most used tools, along with awareness raising events or campaigns (16 of 21 PES). This current report also

indicates that two-thirds of PES (14 of 21) that engage in NEETs outreach use the internet and social media services as new YG entry points and employ or work with designated youth outreach workers (13 of 21). Just over half of PES (12 of 21) provide single point services or one-stop-shops as NEETs outreach tools. However, PES are more limited in providing mobile services³⁹- only 9 PES use such an outreach tool.

During the reporting period, an increased concern of PES was the follow-up on young people who drop out of activation schemes or who no longer access benefits. Half of PES (11 of 21) report they currently use this tool, compared to only four (4 of 20) in 2015⁴⁰.

Table 3.1 Main Outreach Tools used by PES for preventing and working with NEETs

Type of tool	PES
Proactive work with schools ⁴¹	BE-Actiris, BE- Forem, BE-VDAB, BG, CZ, DE, EE, EL, HR, HU, LU, MT, NL, PL, RO, SI, SK, UK (18)
Cooperation with NGOs, youth organisations	BE-Actiris, BE- Forem, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, LU, MT, PL, PT, SI (17)
Employing or working with designated youth outreach workers	BE-Actiris, BE-Le Forem, BE-VDAB, BG, DE, EE, EL, FI, HR, HU, LU, MT, PL (13)
Providing new points of YG entry: Internet and social media services	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, EL, FR, LU, MT, NL, PL, PT, SI (14)
Single point services / one-stop-shops	BE-Actiris, BE-VDAB, BG, DE, EL, FI, HR, IT, LU, MT, NL, PL (12)
Mobile PES services	BE-VDAB, BG, DE, EE, EL, FI, FR, NL, PL (9)
Awareness raising events or campaigns	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, LU, MT, NL, PL (16)

³⁹ 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.

⁴⁰ 2015 Report on PES implementation of the Youth Guarantee <http://ec.europa.eu/social/BlobServlet?docId=14322&langId=en>.

⁴¹ Proactive work with schools includes also activities to prevent drop-outs of students, as reported by PES

Type of tool	PES
Follow-up on young people who drop out from activation schemes/no longer access benefits	BE-Actiris, BE-Le Forem, BE-VDAB, BG, DK, FR, HU, IS, LU, MT, PL (11)

N=32

In reaching out to NEETs, PES work in close cooperation with a wide range of partners, such as:

- Education institutions at central and local level
- NGOs working with youth
- Career guidance centres
- Cultural centres
- Social services
- Municipalities
- Welfare organisations
- Employers
- Training providers
- Specialised IT providers
- Media channels
- Professional associations, etc.

Cooperation of PES with different partners takes place on the basis of formal and informal agreements or through common projects, events, websites, etc.

3.3 Information Management

The 2015 Report on PES implementation of the Youth Guarantee⁴² suggested that

PES access to supply-side labour market information for young people improved in the current reporting period, but still remains quite limited.

“PES-specific access to the supply-side of the labour market is quite limited,” with less than half of PES (12 of 29) having access to a database of apprenticeship or traineeship vacancies.

It seems that situation improved in the current reporting period, as 17 PES out of 32⁴³ reported having access to a database⁴⁴ of apprenticeship vacancies, while a database of traineeship vacancies is accessible to 19 PES (Table 3.3.).

In some countries, such specific information is not available/not shared with PES, due to the fact that apprenticeship and traineeship programmes are under the authority of other institutions, mainly from the education sector (ministry or departments for education), as commented by some of the PES. PES Italy, for example, specified that “there is no common framework of data to support YG implementation, but, some databases may be available/accessible at regional level, depending on the regional systems.” BE-Le Forem explained that the “mission of collecting and recording apprenticeship vacancies is managed by an external institution (IFAPME).” In Croatia and Hungary, PES report that

⁴² <http://ec.europa.eu/social/BlobServlet?docId=14322&langId=en>

⁴³ PES ES- no information available

⁴⁴ Internal or external database

apprenticeship schemes are under the responsibility of educational institutions. The same situation was mentioned by PES for the database on traineeships, which are under the authority of other institutions, mainly from the educational sector.

Table 3.2 Databases accessible to PES to support YG implementation

Type of database	Database accessible to PES (internal and external databases)	Database not accessible to PES (internal and external databases) or information not available
Database of apprenticeship vacancies	AT, BE-Actiris, BE-VDAB, BG, CZ, DE, EL, FI, FR, LT, LU, NL, PL, PT, RO, SI, UK (17)	BE- Forem, CY, DK, EE, HR, HU, IE, IS, ES ⁴⁵ , IT, LV, MT, NO, SE, SK (15)
Database of traineeship vacancies	BE-Actiris, BE-VDAB, BE-Forem, BG, CY, CZ, DE, FI, HR, IE, IS, LT, MT, NL, PL, PT, RO, SI, UK (19)	AT, DK, EE, EL, ES(N/A), FR, HU, IT, LU, LV, NO, SE, SK (13)
Other Databases	AT, CY, DE, EE, EL, FI, HR, HU, IT, LT, LU, LV, MT, NL, PL, PT, RO (17)	

N=32

17 PES also report that they use other sources of information in implementing the specific YG activities. Usually, these are databases of:

- Registered jobseekers/CVs (AT, CY, FI, IT, LU, LV, MT, NL, RO)
- Employment/employed population (HR, HU, MT)
- Vacancies (AT, CY, DE, EL, MT, PL, PT)
- NEETs (EL, IT)
- Beneficiaries of GMI (CY), etc.

Additional information is also available from other sources, such as databases of:

- Educational and training institutions/providers (DE, LT, PL)
- Classification of trades and professions (DE, PL)
- Vocational qualification standards and training programmes or modules (LT, PL)
- Private employment agencies (PL), etc.

⁴⁵ PES ES- Information not available-N/A

4. PES Services and Measures in the context of Youth Guarantee implementation

4.1 Key PES interventions for young jobseekers

Similar to the 2015 analysis, the current study sought information on which range of interventions were being used by PES in implementing the YG, and on whether the interventions are available as an e-service. For a clearer picture, the various types of interventions used are presented under two main categories, "Services/Labour Market Policies Service" and "Active Labour Market Policies (ALMPs)/Labour Market Policies Measures", in line with Eurostat LMP statistics methodology.⁴⁶

4.1.1. Key PES services in the context of YG

In general, twelve types of PES services are provided as part of YG implementation as shown in Table 4.1. This study confirms that career guidance, face-to-face employment counselling and individual action planning are core services provided by almost all PES. A major part of PES are also responsible for the registration of young people in the YG scheme, pre-selection of young candidates for employers and have automated matching tools, also providing career guidance for young people who are still in school.

Career guidance, face-to-face employment counselling and individual action planning are core services provided by almost all PES. A major part of PES are also responsible for the registration of young people in the YG scheme, pre-selection of young candidates for employers and have automated matching tools, also providing career guidance for young people who are still in school.

As illustrated in Table 4.1 and Annex, Table A4, a major part of PES are also responsible for the registration of young people in the YG scheme (28 of 31) and the pre-selection of young candidates for employers (27 of 31). Cyprus reported that "registration of young people under the YG is in progress." In some countries, such as Iceland, Luxembourg, Poland, Slovenia, etc., the registration of young people is done the same as for other categories of jobseekers.

More than two-thirds of PES (24 of 31) have automated matching tools and provide career guidance to young people who are still in school (23 of 31).

In some countries, career guidance for young people who are in school is provided by other institutions or organisations, while in others it is provided by PES.

In Denmark, for example, career guidance for young people who are still in school is provided by the Youth Guidance Centres, under the Ministry of Education, and not by the PES.

In some other countries, such as Croatia, the PES provide career guidance services to young people who are still in school. This support consists of individual and group information and counselling, as well as "self-help services" through web-based tools. CISOK centres (part of PES HR) also provide different tailor-made services to indecisive pupils who need additional help. Pupils facing different learning or behavioural obstacles, etc., are also supported through in-depth counselling using a multidisciplinary approach. In Lithuania, the initiative "Open doors" for pupils is organised during the summer season in local PES offices and youth centres. In Poland, career guidance is provided in schools in the form of group sessions, participation in education fairs and the provision of information

⁴⁶ <http://ec.europa.eu/eurostat/documents/3859598/5935673/KS-GQ-13-002-EN.PDF/bc4d9da7-b375-4eb3-97c7-766ebf7b4aa0?version=1.0>

⁴⁷ PES ES- N/A, PES UK no information provided for 2016

about the types of PES support for young people, etc. A “National Career Week” is also organised, which comprises meetings of career counsellors with students of upper secondary schools.

Two-thirds of PES (22 of 31) are present on social media (Facebook, Twitter, LinkedIn, etc.) and provide specialised career guidance for youth with disabilities. Less than two-thirds of PES (20 of 31) provide skills assessments and validation of prior learning for young people. In some cases, such as Ireland, PES report that conducting a skills assessment is not a PES responsibility. In other cases, such as Luxembourg, skills assessments are performed in the framework of training measures: a competence check is done in order to assess skills, validate prior learning and define training needs and possibilities of future training participants. A similar approach is applied by PES Poland, where before a person is referred to training, the rationale for the training is assessed and the qualifications of the person referred to the training are verified.

Working with schools to re-integrate young people into education is not extensively used by PES as YG intervention, although over one-third of PES do work with schools to re-integrate young people into education (14 of 31). An example of such work is the ALMP “Jobelo” in Luxembourg that focuses on the labour market integration of young jobseekers without qualifications. In Poland, as part of information meetings with upper and lower secondary school students, local labour offices advertise educational offers of schools or implement joint initiatives for upgrading or updating the professional qualifications of young people. In France, the work with schools to re-integrate young people in education is implemented by external providers.

Table 4.1 Types of services provided by PES in Youth Guarantee

Type of services	PES
Registration of young people in YG scheme	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI (28)
Career guidance	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (30)
Career guidance for young people who are still in school	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, IT, LT, LU, MT, NL, NO, PL, RO, SI, SK (23)
Specialised career guidance for youth with disabilities	AT, BE-Actiris, BE-Le Forem, BE-VDAB, DE, DK, EE, EL, FI, FR, IE, IS, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI (22)
Skills assessment or validation of prior learning	AT, BE-Le Forem, BE-VDAB, DE, DK, EL, FR, HR, IS, IT, LT, LU, LV, MT, NL, PL, PT, RO, SE, SK (20)
Face-to-face employment counselling	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (30)
Presence on social media (Facebook, Twitter, LinkedIn,	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, EE, EL, FI, FR, HR, IE, IS, IT, LT, MT, NL,

Type of services	PES
etc.)	NO, PL, RO, SE, SI, SK (22)
Provision of automated matching tools	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DE, DK, EE, FR, HR, HU, IE, IT, LT, LU, LV, NL, NO, PL, RO, SE, SI, SK (24)
Pre-selection of young candidates for employers	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, PL, PT, RO, SI, SK (27)
Individual action planning	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (30)
Working with schools to re-integrate young people in education	BE-VDAB, DE, DK, FI, HR, HU, IS, IT, LT, LU, MT, NL, PL, SE (14)
Other	BE-VDAB, DE, LV, NL (4)

N=31

Other services mentioned by the PES consist of:

- Information campaign for specific services – e.g. “Experience Works” campaign implemented by PES VDAB
- Strategies for communication to encourage young people/groups that are hard to reach, e.g. through initiatives implemented in cooperation with different stakeholders, like municipalities or other local actors- PES DE
- Online game “Expedition Work”, comprising 5 elements that support young people in their job search- PES NL

4.1.2. Key PES ALMPs in the context of YG

In implementing the YG, the vast majority of PES also provide ALMPs YG. As

Training and employment incentives are the core ALMPs provided by PES under the YG scheme. Promotion of entrepreneurship through business advice or training is also provided by many PES.

shown in Table 4.2 (and Annex, Table A6), training and employment incentives are the core ALMPs provided by the vast majority of PES (30 of 31⁴⁸). Training is provided through work experience, work trials, institutional trainings, workplace trainings, alternate training as well as special

support for apprenticeships. Under the category of employment incentives, which is also provided by the majority of PES (30 of 31), the most used interventions are support for geographical mobility and subsidies paid to employers. The high level of positive responses about the provision of such support to geographical mobility can be seen in the context of the EURES network, which is available in all countries.

⁴⁸ PES ES-N/A, UK- no information provided for 2016

Table 4.2 Types of ALMPs provided by PES in Youth Guarantee

Types of ALMPs	PES
Training (work experience, work trials, institutional training, workplace training, alternate training and special support for apprenticeships)	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (30)
Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FI, FR, HR, HU, IE, IS, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (30)
Sheltered and supported employment and rehabilitation	BE-VDAB, BG, DE, EE, EL, FR, HR, IE, IS, IT, LU, SI (12)
Direct job creation	BG, CY, EE, EL, HR, IS, IT, LT, LU, SI (10)
Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	AT, BE-Actiris, BE-VDAB, BG, CZ, DE, EE, EL, FI, FR, HR, HU, IS, IT, LT, LU, LV, NL, PL, PT, RO, SI, SK (23)

N=31

Promotion of entrepreneurship through business advice or training is also provided by almost two-thirds of PES (23 of 31).

The less frequently employed measures are sheltered and supported employment and rehabilitation (12 of 31) and direct job creation (10 of 31).

In Estonia, sheltered and supported employment and rehabilitation are new measures provided by the PES since 2016. In Greece, supported employment consists of ergonomic arrangements for new jobs and new entrepreneurs who hire persons with disabilities. In Croatia, professional rehabilitation includes: assessment of working abilities, professional informing, counselling and assessment of professional possibilities, labour market analysis, and an evaluation of employment possibilities of the unemployed person. In Ireland, people with disabilities, including youth, receive supported job coaching and work experience over a phased period. PES France signed a new national agreement with the Economic Insertion Structures ('Structures d'Insertion par l'Activité Economique'), which deliver intensive support to jobseekers (young or not) distanced from the labour market by offering sheltered employment. Local employment agencies work in close cooperation with these Economic Insertion Structures. PES Luxembourg has a special department responsible for the selection of the target groups eligible for sheltered and supported employment and rehabilitation.

As for direct job creation, in Italy for example, from 1 March 2016, the "SELFIemployment National Revolving Fund⁴⁹" was activated, which is a revolving fund aimed at providing entrepreneurship and self-employment support to young people, especially NEETs, including through micro-finance and small loans to start a business. In France, a special service of entrepreneurship support, named

⁴⁹ https://www.fi-compass.eu/sites/default/files/publications/Presentation_20160202_Brussels_Salvatore_Pirrone.pdf

“Activ’Crea⁵⁰”, is outsourced and targets all categories of jobseekers, including youth.

More details on ALMPs provided by PES under the YG scheme are illustrated in Annex, Table A6.

4.2 E-Service interventions for young jobseekers

Within the YG context, e-services are mostly used by PES for the registration of young people (19 of 31), presence on social media (20 of 31⁵¹) and the provision of automated matching tools (18 of 31) - (Table 4.3).

PES use a variety of e-services as part of the YG service offer. E-services are mostly used by PES for the registration of young people, presence on the social media and provision of automated matching tools.

Other PES YG interventions that are offered both face-to-face and as e-services are the preselection of candidates for employers (15 of

31), training (16 of 31), support for geographical mobility (16 of 31), career guidance (15 of 31) and individual action planning (12 of 31).

For example, PES in Croatia offer career guidance for young people in all regional/local offices and CISOK centres, but also online using different web-based tools, such as: e-guidance portal <http://e-usmjeravanje.hzz.hr/>; CISOK portal <http://www.cisok.hr/>.

In Italy, the Youth Guarantee web portal (www.garanziagiovani.gov.it) provides information and access to specific projects, activities and instruments within the Youth Guarantee.

In Iceland, useful information and career guidance is provided on the PES web page, while in Slovenia self-service guidance tools are available to jobseekers.

In France, the “Emploi store” (<http://www.emploi-store.fr>), an online tool on the PES site, enables all people registered at “Pôle Emploi” on not to benefit from its services. In terms of career guidance, the “Emploi store” offers the possibility to develop a career path on the basis of specific needs. Also, a wide range of online services are available to young people still in school, such as 18 services related to “sandwich courses”⁵², apprenticeships or traineeships. The “Emploi store” provides various services either to test or to “show off” skills. Moreover, “Pôle emploi” “is currently developing a digital platform based on skills instead of qualifications to better match with employers’ vacancies.”

PES BE-Le Forem and DE have plans to introduce career guidance as e-services.

In addition to the “traditional” internal matching tools, PES Luxembourg have launched the “ADEM JobBoard” (<http://www.adem.public.lu/fr/jobboard/index.html>) that allows jobseekers to access all job vacancies declared to the PES and to express their interest to apply for them. At the same time, employers have the possibility to actively search among the profiles of all jobseekers who are registered at the PES and directly contact them.

The “SYRIUSZ” system, used by local PES offices in Poland, allows the automatic matching of job offers with jobseekers on the basis of the

⁵⁰ <http://www.pole-emploi.fr/candidat/activ-crea-@/article.jspz?id=325937>

⁵¹ PES ES- no information available, PES UK- no information provided to the related question

⁵² Courses consisting of alternate periods of study and industrial work

qualifications/competences of the registered unemployed. The final selection of offers is always verified by a customer advisor. A similar approach is applied in Croatia, but in this case the matching tools are not fully automated. Plans are in place to upgrade the system and direct it to a “competence-based matching” one.

Around two-thirds of PES (20 of 31) 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. FR, HR, IT).

Table 4.3 PES e-service interventions for jobseekers

Type of intervention	PES providing interventions as e-services
Services:	
Registration of young people in YG scheme	BE-Actiris, BE-Le Forem, BE-VDAB, DE, DK, EE, EL, FI, FR, IE, IS, IT, LT, LV, NL, NO, PL, PT, SI (19)
Career guidance	BE-Actiris, BE-VDAB, CZ, DK, EE, FI, FR, HR, IE, IS, NL, NO, PL, PT, SI (15)
Career guidance for young people who are still in school	BE-VDAB, CZ, FI, FR, HR, IS, NL, NO, PL, SI (10)
Specialised career guidance for youth people with disabilities	DK, FR, IS, NL (4)
Skills assessment or validation of prior learning	BE-VDAB, DK, FR, IT, LU, NL, SI (7)
Face-to-face employment counselling	BE-VDAB, DE, DK, FI, FR (5)
Presence on social media (Facebook, Twitter, LinkedIn, etc.)	BE-Actiris, BE-Le Forem, BE-VDAB, CZ, EL, FI, FR, HR(for all clients)IE, IS, IT, LT, MT, NL, NO, PL, RO, SE, SI, SK (20)
Provision of automated matching tools	AT, BE-Actiris, BE-Le Forem, BE-VDAB, DE, DK, FR, IE, HR, LT, LU, NL,NO, PL, RO, SE, SI, SK (18)
Preselection of young candidates for employers	BE-Actiris, BE-VDAB, EE, IE,IS, FI, FR, IT, HR, LT, NL, PL, PT, RO, SK (15)
Individual action planning	BE-VDAB, CY, DK, EE, EL, FI, FR, IE, LT, NL, PT, SI (12)
Working with schools to re-integrate young people in education	BE-VDAB, DK, FI, IS, NL (5)
ALMPs:	
Training:	
Training	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, DE, DK, FI, FR, IT, IS, NL, PT ⁵³ , RO ⁵⁴ , SK ⁵⁵ (16)

⁵³ Professional traineeship

⁵⁴ Professional traineeship

⁵⁵ Professional traineeship

Type of intervention	PES providing interventions as e-services
Services:	
Subsidies paid to trainees	AT, DK, EE, FI, IE, PT (6)
Work experience and work trials	BE-Actiris, BG, DK, FI, PT, NL (6)
Employment incentives:	
Subsidies paid to employers	BE-VDAB, BG, DK, EE, FI, FR, IS, IT, LT, NL, PT (11)
Support for geographical mobility	AT, BE-Actiris, BE-VDAB, BG, EE, EL, FI, FR, IE, IS, IT, LT, MT, NL, SI, SK (16)
Subsidies paid to employees	AT, DK, EE, FI, FR, IS, PT (7)
Direct job creation	IS, IT, EE (3)
Sheltered and supported employment and rehabilitation	EE, FR, HR, IS, IT (5)
Start-up incentives - Support to entrepreneurship	BE-Actiris, EE, FI, IS, FR, IT, NL (7)

N=31

More information on interventions provided as e-services is presented in the Annex, Tables A5, A6, A7.

4.3 Average PES YG intervention time-scales

Early intervention is an integral element of the Youth Guarantee. Around half of

PES are intervening early with young people, and for around half of PES the first interview takes place within two weeks of registration, but data on average time-scales for offers is still not widely available.

PES (15 of 31⁵⁶) have a first meeting with a young person within two weeks of their registration in the YG Scheme or as jobseekers. For a further one-fifth of PES (6 of 31), the average time-scale for a first meeting is within a month (Table 4.4). The

other five PES (BE-Le Forem, FR, IS, IT and NO) report the first interview as taking place within the first two months of registration, while over one-eighth of PES (5 of 31) have the first meeting within four months. However, more than one-eighth of PES (4 of 31) do not have data on the average time-scale for a first meeting with a young person within the YG context.

In the cases of PES Bulgaria, Latvia, Poland and Portugal, the first meeting is organised on the day of registration. BE-VDAB has a different approach. Immediately after registration, every young jobseeker receives a digital start communication with links to e-services. The first meeting for low/medium skilled young jobseekers is organised within one month, while for those highly skilled within three months. A more or less similar approach is applied by PES Norway, where the first interview with youth aged 20-24 years, with moderate follow-up needs, takes place within 33 days. Youth under 30 years old, with extensive follow-up needs have their first meeting with PES within 43 days.

In Denmark, all young unemployed below 30 years of age and without an education who register at the job centre have their first interview after one week of unemployment at the latest. Young persons under 30 years old with an

⁵⁶ PES UK –no information provided to the relevant question

education have to take part in three meetings within the first three months of registering at the job centre.

PES France has the first meeting with young jobseekers, which is an interview for diagnosis, within 16 days. After this, the first interview with a counsellor is organised within two months.

In the Netherlands, all registered jobseekers, including youth, are offered digital monitoring of their job-seeking activities in their first three months of unemployment. In the fourth month, they have their first meeting with an employment counsellor.

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 jobseeker to receive an offer
Within 2 weeks	AT, BG, CZ, DE, DK (young unemployed <30 and without an education), EE, EL, FI, IE, HU, LT, LU, LV, PL, PT (15)	AT, BE-VDAB, NL (3)
Within 1 month	BE-Actiris, BE-VDAB(for young low skilled), FR(first interview for diagnosis), HR, MT, SI (6)	DK(educational offer), PT (for apprenticeship)(2)
Within 2 months	FR (interview with personal counsellor), BE-Le Forem, IS, IT, NO (youth 20-24 with moderate follow-up needs) (5)	NO (youth 20-24, with moderate follow-up needs), PT(for traineeship)(2)
Within 4 months	BE-VDAB(for highly skilled young), DK(Young <under 30 with an education), NL, NO (youth under 30 with extensive follow-up needs) SK (5)	BE-Actiris, BE-Le Forem, CZ, DK (young persons with an education and "ready for job"), EL (for apprenticeship)IS, IT, LU, LV, MT, PL, PT (offer for employment, education and training) SI, SK (13)
Within 6 months		NO (youth under 30 with extensive follow-up needs)(1)
Information available	not available	CY, ES, RO, SE (4) BG, CY, DE, EE, HR, ES, FI, FR, HU, IE, LT, RO, SE (13)

N=31

It is well known that 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. But, the 2015 Report on PES Implementation of the Youth Guarantee found that there is a lack of data to indicate the extent to which this is being achieved by PES. The situation slightly improved during the reporting period, but 13 PES out of 31 still do not have data available on the average time for making an offer to a young jobseeker after he/she registers in the YG.

More than half of PES (18 of 31) provide an offer to a jobseeker within a four month period.

In three PES (AT, NL, and BE-VDAB), this offer is given within the first two weeks of registration. For example, in the case of PES VDAB, an offer is given immediately after registration. The young jobseekers automatically receive vacancies that match their online skills portfolio ("Mijn Loopbaan") and a digital start package with information about rights, responsibilities, the labour market, etc. In Austria, placement (into a regular apprenticeship) starts with the date of registration, but no later than the first 10 days.

In Netherlands, every jobseeker, including young unemployment beneficiaries, receive relevant vacancies immediately after registration. In line with the jobseekers' profile, support and relevant information are provided by PES on "self-help e-services", for example on how to subscribe to an e-learning module, how to make a CV, prepare for a job interview, etc. Moreover, the 'Expedition Work', which is an online game, provides youngsters with five online elements that support them in job-seeking: "your CV, your vacancies, your interview, your network, your future."

The average times also vary according to the type of intervention required, special arrangements within the YG scheme as well the workload of staff in some cases, as commented by PES. 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 occupation, skills, motivation, as well as willingness to engage with an intervention. PES in the Czech Republic report that generally, "an offer is made as soon as possible with the target of four months. But, "estimating an average offer time-scale is difficult due to regional variations and a lack of capacity to report this at the national level."

In Denmark, the period of providing an offer varies with the level of education of jobseekers and their "readiness" to work. For example, an educational offer to persons who receive education help (former cash benefits) is done no later than one month after the first interview. Young persons with an education, who are "ready" for a job receive an active offer within 12 weeks of unemployment. For young jobseekers with an education and who are "ready" for activation, an offer is provided within 26 weeks.

In Norway, youth aged 20-24 years with moderate follow-up needs receive an offer within two months (25 days) of registration, while those under 30 years old with extensive follow-up needs receive an offer within 6 months (133 days).

PES Sweden reports that young persons under 25 years old are referred to the "Youth Job Programme (YJP)" within 90 days of registration and can take part in different activities and services within this programme. The programme is not an YG scheme as set out in the 2013 Council Recommendation on the Youth Guarantee, but the Swedish government is preparing the introduction of a "90-day Youth Guarantee".

PES Romania has no information available on the average time of an offer, but it monitors progress against the performance indicator "Share of young people aged under 25 who, in the first 4 months following registration, take-up employment, participate in a vocational training course, conclude an in-work apprenticeship contract or an internship contract in the total number of registered young people aged under 25" set out under the Managerial Performance Contract concluded with the Ministry of Labour.

4.4 Youth participation in PES YG service design

Involvement of youth in designing the YG scheme has been facilitated by formal PES partnership structures.

Formal PES partnership structures facilitated youth participation in YG service design. Less than half of PES (14 of 31⁵⁷) report involvement of young people in designing the YG scheme. 16 PES indicated the involvement of youth

organisations 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, which included public and non-governmental youth organisations (e.g. BE-Le Forem, BE-VDAB, CY, EL, FI, IT, HR, LU, PL, PT, SI).

In Denmark, the local municipalities have contact with young people and youth organisations and can involve them in designing YG services, if needed.

PES Luxembourg has regular meetings with youth organisations to "orchestrate the different actions for young people and to create synergies."

In other countries, youth organisations are involved in designing and implementing different relevant project and awareness/information campaigns, etc. (e.g. BG, EE, FI, LT).

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, EE, EL, FI, FR, HR, IE, LT, LU, NL, NO, PL (14)	BE-Le Forem, BE-VDAB, BG, CY, EE, EL, FI, IE, HR, IT, LU, LT, NO, PL, PT, SI (16)
No/not the case	AT, BG, CY, CZ, DE, DK, ES, HU, IT, IS (not the case) LV, MT, PT, RO, SK, SE, SI (17)	AT, BE-Actiris, CZ, DE, DK, ES, FR, HU, IS(not the case), LV, MT, NL, RO, SE, SK (15)

N=31

4.5 Monitoring and evaluation of PES YG services

Having processes in place for monitoring and following-up with young people was

PES continue to improve their capacity for monitoring and evaluating YG interventions, but there is still room and need for improvement.

foreseen as an integral element of the Youth Guarantee.⁵⁸ The 2015 Report on PES Capacity to Implement YG indicated some level of improvement in that specific area, which continued as is apparent from the current

analysis. According to Table 4.6, a large part of PES, 22 of 31⁵⁹, report having some targets in place, while the other nine either do not have or have not provided information on specific targets.

⁵⁷ PES UK- no information provided to the relevant question

⁵⁸ Council Recommendation on Youth Guarantee (2013), Journal of the European Union, p5

⁵⁹ PES ES- N/A, PES UK- no information provided to the related question

The current report tried to group the targets used by PES in implementing and monitoring the YG interventions, into four categories/types, as defined by the "Assessment Report on PES Capacity"⁶⁰ of July 2015:

- **Time-bound targets** in general "specify that a service or an activity needs to be completed within a given time period," e.g. "receiving an offer within 4 months," "preparing an individual action plan within a month," "first interview within 2 months," etc. Such types of targets are used by PES VDAB, BG, EE, IS, NO, LT, SI, etc.
- **Proportionate targets** usually "state that PES need to reach an agreed proportion of clients, e.g. "all jobseekers must have an individual action plan, individual counselling to all -100%," "all planned training activities take place with the full number of participants," etc. Some other used targets refer to the "percentage of persons who found employment after leaving the programme," or the "percentage of youth who continued their education or became self-employed," "decrease the share of long-term youth unemployed," "increase the share of young people, who are ready for activation, and receive a company-oriented measure (outcomes/result indicators)," etc. Such type of targets have been set-up by some PES, including PES BG, CY, DK, HR, IT, LT, LU, NO, PL.
- **Numerical targets** are used where "a policy has stated that a number of clients will receive a service or will flow out from it." For example, "Number of youth participating in different YG interventions," "number of activities (e.g. counselling sessions, training courses, apprenticeships, subsidised employment, etc.) implemented," (input indicators) "number of youth who started employment or became self-employed," or "decrease the average length of youth unemployment" (outcomes/result indicators) are some of the main targets used by PES (e.g. BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, EL, ES, FR, HR, HU, IT, LT, LV, PT, SI, etc.).
- **Combined targets** "bring together two or more of the previous types of targets (e.g. "preparing an individual action plan within one month of registration for all newly registered jobseekers," "rate of entrance to employment, education or labour market training or work practice of new unemployed young people (aged 16-29) within six months of registration," "individual counselling to all registered young people within 15 days of entering the unemployment register," "first counselling interview for 100% of the new entrants/new jobseekers within 14 days of registration," etc.). This type of targets are used by PES EE, DK, HR, HU, LU, etc.

⁶⁰ <http://ec.europa.eu/social/main.jsp?catId=1100&langId=en>

Table 4.6 Monitoring and Evaluation Processes for Youth Guarantee Interventions

Monitoring Processes	Yes- monitoring and evaluation process in place	Monitoring and evaluation process not in place/information not available
PES uses specific targets for youth-oriented services	BE-Actiris, BE-Le Forem, BE-VDAB, BG, CY, CZ, DE, DK, EE, EL, FR, HR, HU, IS, IT, LT, LU, LV, NO, PL, PT, SI (22)	AT, FI, ES(N/A), IE, MT, NL, RO, SE, SK (9)
Satisfaction surveys for young people	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, DK, EE, EL, FI, FR, HR, IE, LT, LV, MT, NL, PL, PT, SE, SI, SK (21)	CY, CZ, DE, ES (N/A) HU, IS, IT, LU, NO, RO (10)
Satisfaction surveys for Employers	AT, BE-Actiris, BE-VDAB, BG, EE, EL, FI, FR, HR, IE, LT, LU, LV, MT, NL, PL, SE, SI, SK (19)	BE-Le Forem, CY, CZ, DE, DK, ES(N/A), HU, IS, IT, NO, PT, RO (12)
Monitoring of young people who leave the register of unemployed	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, DK, FR, HR, HU, IE, IS, IT, LU, MT, NO, PL, SI (17)	CY, CZ, DE, EE, EL, ES (N/A), FI, LT, LV, NL, PT, RO, SE, SK (14)
Monitoring how many young people receive an offer within 4 months	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DK, EL, FI, FR, HR, HU, IE, IS, IT, LU, LT, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (27)	DE, CY, EE, ES (N/A) (4)
Follow-up of young people once they have entered employment or training	AT, BE-Actiris, BE-Le Forem, BE-VDAB, BG, CZ, DK, EL, FI, FR, HR, HU, IE, IS, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK (25)	CY, DE, ES (N/A), IT, LT, SE (6)
Follow-up of young people referred to education and training providers	AT, BE-Le Forem, BE-VDAB, BG, CZ, DK, EE, FI, FR, HR, HU, IE, IS, LU, LV, LT, MT, NL, NO, PL, RO, SI, SK (23)	BE-Actiris, CY, DE, EL, ES(N/A), IT, PT, SE (8)
Other monitoring tools introduced or piloted	DE, DK, FI, LT(4)	

N=31

The PES capacity to monitor how many young people receive an offer within four months improved in the current reporting period, as the majority of PES (27 of 31) indicated such systems in place, compared to 23 in 2015.⁶¹

A significant improvement was also noticed in relation to the follow-up of young people once they entered employment or training. Twenty-five PES of 31 reported implementing such tracking in 2016, compared to 20 of 29 in 2015.⁶² Almost two-quarters of these (11) have only partial capacity, and only follow-up those young people who have been in training or a specific YG ALMP.

The proportion of PES (74% in 2016/55% in 2015) that undertook follow-up of young people referred to education and training providers also increased during the reporting period.

But, the capacity to monitor young people who leave the register of unemployed remains quite limited. Just over half of PES (17 of 31) undertake such monitoring, while the other two (CY, PT) commented that they are currently putting systems in place to facilitate such tracking. In Denmark, for example, such "monitoring is in place", but it is done by the Ministry of Education and the Ministry of Higher Education and Science, in the case of exits to education, or Ministry of Taxation, in the case of exits to employment. In Luxembourg, the PES has regular data exchange with the National Social Security Centre about the people who have left the PES register and are employed three months later.

With regard to service evaluation, just two-thirds report that PES conduct satisfaction surveys for young jobseekers (21 of 31). However, in most cases, these are part of regular satisfaction surveys for all PES clients (e.g. AT, BE-Le Forem, BE-VDAB, EE, EL, FR, NL, SI) and are not specific to the evaluation of YG services or implementation. Satisfaction surveys for employers are far less common as only 19 PES of 31 report having such tools in place.

4.6 Areas for Improvement

Following the 2014 PES Network Self-Assessment Report,⁶³ areas for improvement in the implementation of the Youth Guarantee were identified for most PES (28 of 32)⁶⁴. For comparability, the current report analysed PES' progress in addressing the most critical areas

PES continue to address the most critical areas for improvement.

for improvement (i.e. 15 areas identified in self-assessment as having the lowest ratings)⁶⁵, as was also done during the 2015 analysis. As shown in Table 4.7, most PES (26 of 32) have attempted to address these areas for improvement.⁶⁶ Thirteen PES have addressed, or are in the process of addressing, "each or all" of the identified areas, while the other thirteen have addressed, or are in the process of addressing, "some" of these areas. Two PES have not yet addressed any of the identified areas (with the lowest scores) for improvement.

⁶¹ 2015 Report on PES Capacity to implement YG

⁶² 2015 Report on PES Capacity to implement YG

⁶³ <http://ec.europa.eu/social/contentAdmin/BlobServlet?docId=13198&langId=en>

⁶⁴ PES IS- not the case

⁶⁵ 2014 PES Network Self-Assessment Report. Average score up to 3.4, out of the maximum score of 5

⁶⁶ In 2015 and 2016

Table 4.7 The extent to which PES addressed Areas⁶⁷ 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, HR, IE, LT, LV, NO, SI (13)
Areas identified and some interventions in place, or in the process of being addressed, for some identified areas	BE-Actiris, BE-Le Forem, CY, EL, HU, IT, LU, MT, PL, PT, RO, SE, SK (13)
Areas identified and no interventions in place, or in the process of being addressed, for the identified areas	ES, NL (2)
No areas identified for improvement/not the case	BE-VDAB, DE, IS (not the case)UK (4)

N=32

The critical areas for improvement identified in 2014 and the extent to which they have been addressed to date by PES is presented in Table 4.8. The critical areas requiring improvement by the highest number of PES were the evaluation of communication effectiveness, evaluation of clients' satisfaction, the quality of cooperation between PES and schools/training providers and the vacancy handling. Almost two-thirds of the PES that previously reported poor capacity in these areas indicate that they have or are currently in the process of conducting interventions to improve their capacity in these areas.

Evaluations of client satisfaction and evaluations of effectiveness of communication for youth are the critical areas of improvement that have been addressed by the highest proportion of PES.

Table 4.8 Key identified areas of improvement addressed or not by the PES

Improvement Area	Addressed by PES	Not addressed by PES
Evaluation of effectiveness of communication for youth (increased awareness of YG among youth and of services offered by PES)	BE-Le Forem, EE, EL, HR, IE, MT, PL, PT (8)	HU (planned), LU, NL, RO (4)
Evaluation of client satisfaction with the services offered (e.g. through follow-up surveys)	CZ, DK, EL, HR, IE, IT, LU, MT (8)	CY, RO (2)
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, EL, FR, HU, IT, LU, RO (7)	ES, HU (planned) PT, SE (4)
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, IE, LT, PT, (6)	CY, EL, MT, SE (4)

Improvement Area	Addressed by PES	Not addressed by PES
Significance of PES role in the outreach and activation of NEETs	AT, BE-Actiris, BE-Le Forem, EL, PT, SI (6)	HU (planned), NL, SE (3)
PES staff specifically trained in or dedicated to working with young people	BE-Actiris, BE-Le Forem, EL, MT, SE (5)	HU (postponed), RO (2)
Quality of cooperation, including exchange of information, between PES and youth services	BE-Le Forem, EL, IT, LV, SE (5)	NL, RO (2)
Service concept for intervention before young people leave school, finish vocational and educational training (VET) or 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)	BE-Actiris, BE-Le Forem, CY, LV, MT, PT (6)	SE (1)
A range of counselling services (e.g. rapid response service, human resource consultancy, diversity management, training, legal advice, service offer for SME, etc.) provided either in-house or in collaboration with partners (PES 2020, Employer services, 1.5.1).	IE, LU, SE (3)	RO, CY (2)
Monitoring outcomes of transitions and their sustainability in terms of employment, training leading to certification, education relevant to labour market needs, etc. (PES 2020, Sustainable activation, 4.5.1).	BE-Actiris, BE-Le Forem, CZ, HR (4)	EL, LU (2)
Allocation of adequate human resources for employer services at all levels of delivery; clear targets for numbers of specialist advisors or time dedicated to employer services by generalists (PES 2020, Employer services, 1.2.1).	EL, IT, MT (3)	CY, RO (2)
Communication strategy in place targeted at young people using the appropriate communication channels	BE-Actiris, EE, IE (3)	HU (planned)(1)
Provision of measures to promote entrepreneurship, particularly in sectors of economic growth, either in-house or in collaboration with an appropriate partner	BE-Actiris, CZ, EL, SI (4)	BE-Le Forem, SK (2)
Monitoring and evaluation of ALMPs targeting young people and using evaluation results for the improvement of measures	BE-Le Forem, CY, EL, LU, NL (5)	ES (1)
Collection of information that allows regular assessment of market conditions, including information about employers' needs, sectoral	EL, RO (2)	CY, PT, SK (3)

Improvement Area	Addressed by PES	Not addressed by PES
developments and employment patterns of young people at all levels (PES 2020, Employer services, 1.6.1).		

N=32

4.7 Mutual learning and technical assistance

Over half of PES (18 of 32) have participated in mutual learning activities regarding 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, study visits related to the implementation of the Youth Guarantee. PES have also participated in youth-related mutual learning activities through other EU programmes, such as EURES and European Commission Mutual Learning Programme Peer Reviews.

A majority of PES benefitted from mutual learning and technical assistance programmes as part of YG implementation.

regarding 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, study visits related to the implementation of the Youth Guarantee. PES have also participated in youth-related mutual learning activities through other EU programmes, such as EURES and European Commission Mutual Learning Programme Peer Reviews.

the implementation of the Youth Guarantee. PES have also participated in youth-related mutual learning activities through other EU programmes, such as EURES and European Commission Mutual Learning Programme Peer Reviews.

Table 4.9 PES took part in mutual learning or technical assistance activities regarding youth with other Member States

Yes	BE-Actiris, BE-Le Forem, BE-VDAB, EE, EL, FI, FR, IE, IS, IT, LT, LU, LV, PL, PT, SE, SI, UK (18)
No	AT, BG, CY, CZ, DE, DK, ES, HR, HU, MT, NL, NO, RO, SK (14)

N=32

5. Key findings and conclusions

The YG is a complex scheme including measures to relieve the unacceptably high levels of youth unemployment and inactivity as well as preventive measures that seek to minimise the risk of future generations becoming unemployed or inactive. These measures “should be based on six axes,” as stipulated in the Council Recommendations of April 2013: “building up partnership-based approaches, early intervention and activation, supportive measures enabling labour market integration, use of Union funds, assessment and continuous improvement of the scheme, and its swift implementation.”⁶⁸

Being so complex, the implementation of the YG has led to changes in most PES, proving to be a driver behind structural reforms. And, “compared to other structural reforms in Europe, the Youth Guarantee is probably one of the most rapidly implemented.”⁶⁹

The analysis undertaken within this report comes to confirm the complexity of the YG scheme and the efforts made by PES in order to make the scheme work.

More than one-third of PES are in charge of the management and coordination of the national or regional⁷⁰ YG scheme, while all have other responsibilities in implementing the YG. The current analysis certifies that PES have a key role in the management, implementation and monitoring of the YG.

In most countries involved in the current analysis, the YG scheme is implemented in a “partnership-based approach”, through formal and informal agreements. In a very small number of countries, PES report that such partnerships are not yet in place, but are “planned” or being “piloted”. Because by definition the effective implementation of YG requires strong partnerships, it is clear that both the further strengthening and broadening of existing partnerships alongside the continuous stimulation of new ones remains necessary for the future success and sustainability of this initiative.

PES’ access to supply-side labour market information for young people improved in the current reporting period, but still remains quite limited. Also, for many PES included in this analysis, data on PES’ resources (funds and staff) were either not available or were only partially provided. These are areas for further improvement. On one side, increased access to the supply-side of the labour market could significantly contribute to improving PES’ capacity to achieve YG goals related to offers of training or employment opportunities. On the other side, information on resources could be relevant in the monitoring and evaluation process of YG implementation. However, PES’ capacity to monitor and evaluate YG implementation is constrained by their respective roles, as only one-third of PES are responsible for managing and coordinating the YG.

Some improvement has also been noticed in PES outreach work with youth, but there is still one-third of PES that report they do not engage directly in proactive work with NEETs. As a consequence, PES involvement in outreach and cooperation with schools needs to be strengthened, especially through increased partnership mechanisms to ensure better exchanges of information with the education sector.

Most PES deliver a comprehensive range of interventions (services and ALMPs), but the use of e-service interventions as part of YG implementation remains quite limited and is primarily used for registration, matching/preselection of candidates for employers, support for geographical mobility, career guidance and individual

⁶⁸ [http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32013H0426\(01\)&from=EN](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32013H0426(01)&from=EN)

⁶⁹ <http://ec.europa.eu/social/main.jsp?catId=1090&langId=en>

⁷⁰ BE-Le Forem, BE-VDAB

action planning. Also, social media for YG implementation is still not extensively used by PES as a communication tool. There is 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. Moreover, the digitalisation of the service offer would free-up advisers to focus on personalised career guidance, counselling or other types of support.

As the current analysis demonstrates, PES have their first meeting with young people quite early-within two weeks or one month of registration. But, more than one-third of PES were still unable to provide data on the average time for making an offer to a young jobseeker.

The majority of PES have also reported having some processes in place to facilitate monitoring of those elements of YG implementation that are within their area of responsibility. Over two-thirds report having some targets in place, while over three-quarters indicate the capacity to monitor how many young people receive an offer within four months, showing an improvement in these areas compared to last year's situation. The proportion of PES that undertake follow-up with young people referred to education and training providers also increased in the reporting period. But, the capacity in monitoring young people that leave the register of unemployed remains quite limited as only just over half of PES undertake such monitoring. Also, the capacity for follow-up of young people once they have entered employment or training is only partial, as this type of tracking is limited, in many cases, to those young people who have been in training or a specific YG ALMP.

Although two-thirds of PES conduct satisfaction surveys, only a few PES implement client satisfaction surveys specifically targeted toward young people within the YG process. Under these circumstances, it is clear that the further improvement of PES capacity for monitoring and evaluation of YG implementation is necessary. Another major issue relates to the PES' ability to use the results of monitoring and evaluation in a "project cycle management" approach and share the information with relevant stakeholders and the general public.

ANNEX

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

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
AT	Schools	Employers	Schools, Employers
BE-Actiris	Schools, French-speaking and the Flemish-speaking communities in charge of education policy, Brussels-J (an association which promotes the pooling of existing communication channels within a single platform directed at young people).	Brussels-Formation, VDAB-Brussels, the Brussels Employment Observatory (BEO), Structural Funds	Operators in the field of career guidance, youth organisations.
BE-Le Forem	Ongoing partnerships via our "Employment Training Guidance Platforms" (Cefo)	Education providers	Major employers such as the Belgian army or the federal police, some private companies (H&M, Quick, etc.)
BE-VDAB	NGOs	ESF managing authorities and business sectors	Ministry of Education and Ministry of Work
BG	Educational institutions	Employers, social partners	NGOs, youth organisations
CY	Youth Board of Cyprus , youth organisations, Career Guidance Services of the Ministry of Education and Culture	Ministry of Energy, Commerce, Industry and Tourism, Human Resource Development Authority	The Ministry of Education and Culture
CZ	Ministry of Education, Youth and Sports, Ministry of Finance, Chamber of Commerce, social partners	Chamber of Commerce, Regional Advisory Councils, social partners, Deputy Regional Governors for Education	Chamber of Commerce, private employment agencies

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
DE	Actors of vocational guidance, the Alliance of vocational training and further education („Allianz für Aus- und job training, internet platform to promote transparency about the various offers of vocational guidance at the transition school to employment.)	The Federal Association “SCHULEWIRTSCHAFT”, national active organisations and foundations that are also involved in vocational guidance processes (e.g. Hertie-Stiftung and the project “Starke Schule” (strong-school), the nationwide future days - Girls’ Day and Boys’ Day, the Federal Association of Career Pass (portfolio concept of career choice support, established via federal initiatives)	The Youth Employment Agencies (formerly “Young People and Career Work Alliances”), chambers, associations, youth migration services or juvenile court support services, federal government.
DK	Youth Guidance Centres, The Danish Vocational Education and Training System, Production Schools	Enterprises, employers, social partners	Educational institutions
EE	Schools, youth career information and counselling centres	Larger employers	NGOs
EL	Public authorities, Ministry of Labour, Social Insurance & Welfare, Ministry of Education & Religious Affairs, Ministry of Development & Competitiveness, Ministry of Culture & Tourism, Ministry of Rural Development, Ministry of Shipping & Aegean, Association of the Regions of Greece (ENPE), Central Union of Municipalities of Greece (KEDE), Social Partners	Social Partners/local sectoral bodies/Chambers and enterprise	Sector organisations
ES	No partnership, but agreements on the exchange of information, consultation arrangements, the operation of information systems, and the Youth Guarantee database	No partnerships, but agreements on the exchange of information, consultation arrangements, the operation of information systems, and the Youth	No partnership but Agreements on the exchange of information, consultation arrangements, the operation of information systems, and the Youth

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
		Guarantee database	Guarantee database
FI	The PES has acted as chair of the working group that coordinates the design and implementation of the Youth Guarantee. This has allowed the PES to build strong partnerships with ministries, institutions and companies	Employers	Networks and cooperation models with private employment services
FR	Ministry of Education through CIO (Centres of information and career guidance), Public Service of Career Guidance (SPO), at the regional level, network ONISEP (National Office of Information on Education and Occupations)	The network "FOQUALE "(Training Qualification and Employment) that gathers all stakeholders and institutions, within the education system that are able to support young dropouts. A platform has been dedicated to centralise information on all these institutions.	Association APEC (Association for Professionals' Employment); regional partnerships with EPIDEs- institutions that host (young people live in these institutions) NEET facing many barriers toward employment for an average period of 10 months on a voluntary basis; private companies through the ONISEP and the CIO and local mission network
HR	Regional chambers of crafts, Lifelong Career Guidance Forum - a mechanism gathering relevant stakeholders, local partnerships for employment, Chamber of Commerce and Employers' Associations	Regional chambers of crafts, Lifelong Career Guidance Forum - a mechanism gathering relevant stakeholders, local partnerships for employment, Chamber of Commerce and Employers' Associations	Regional chambers of crafts, Lifelong Career Guidance Forum - a mechanism gathering relevant stakeholders, local partnerships for employment, Chamber of Commerce and Employers' Associations
HU	Schools and education institutions, Ministry for National Economy, New Generation Contact Points (NGCPs)	The Hungarian Chamber of Commerce and Industry	National Youth Council, National Youth Expert Forum, Youth Contact Points
IE	Being tested under the Ballymun Youth Guarantee Project	Being tested	Being tested
IS	School counsellors, career guidance providers	Employers, municipalities and youth organisations	Governmental and municipal institutions

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
IT	It depends on the different Regional laws	It depends on the different Regional laws	National and local Private Employment Services (PRES)
LT	Educational institutions, career counsellors in schools, Education Exchanges Support Foundation	Employers' organisations and associations	Non-governmental organisations
LU	Centre for Guidance ("Maison de l'Orientation" - MO), Centre for Psychology and School-orientation "Centre de psychologie et d'orientation scolaires" (CPOS), "Cellule d'accueil scolaire pour élèves nouveaux"(CASNA), Centre for Higher Education « Centre de Documentation et d'Information sur l'Enseignement Supérieur » (CEDIES), the Local Youth Action team (ALJ)/Department of Vocational Education and Training (SFP)	Employers, Social Partners (Employer Federations Trade Unions), National Employment Observatory	SNJ (Service National de la Jeunesse), local partners/local governments, Youth Organisations and youth parliament, Agencies for temporary work
LV	Youth non-governmental organisations, other state institutions and agencies, municipalities provide information on how to find a way back to employment or education and where to turn for necessary information.	Employers, Schools and education institutions	Employers, NGOs, municipalities and schools are the main partners in helping the unemployed transition into work or education. Each partner provides information to the unemployed. Municipalities and NGOs can find potential clients and offer them help or guide them to the PES. Employers and schools offer programmes or work for the unemployed, thus helping them transition into the labour market.

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
MT	Agencies and stakeholders dealing with youth: educational institutions (e.g. Department of Educational Services, the Foundation for Educational Services, the Malta College of Arts, Science and Technology, the Institute of Tourism Studies, the University of Malta, Student Services Department of the DES, other relevant actors within the Ministry, Agenzija Zghazagh), private training providers, various youth associations, Unit Ghozza (services for young mothers and single pregnant minors who still attend school) etc.	2 main VET Institutions, employers, ETC, Malta Chamber of Commerce, Enterprise and the Industry.	No direct partnerships with private employment services.
NL	Service points in the 35 regional labour market regions, PES partners -municipalities and schools	Municipalities, schools, knowledge centres and the business community; Editorial Board - Ministry of Education, the Ministry of Employment and Social Affairs, the PES, the Knowledge Centre for Early Acquired Skills, the Foundation of Cooperation between Vocational Education, Training and Labour Market.	Temporary work agencies, municipalities
NO	Upper secondary schools	Upper secondary schools	Private employment services

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
PL	Voluntary Labour Corps, Academic Career Offices (ACO- autonomous university units), NGOs, labour market institutions (employment agencies, training institutions, social dialogue institutions, local partnership institutions), social assistance centres (SAC), Poviats family assistance centres (PFAC), employers, NGOs, youth organisations, social integration centres & training institutions.	Voluntary Labour Corps, Academic Career Offices (ACO- autonomous university units), NGOs, Labour market institutions (employment agencies, training institutions, social dialogue institutions, local partnership institutions), social assistance centres (SAC), Poviats family assistance centres (PFAC), employers, NGOs, youth organisations, Social integration centres & training institutions.	Social partners, local partnership institutions/local government units, NGOs, training institutions, employment agencies, social integration centres.
PT	Qualification and Vocational Education Centres (CQEP), Schools (Basic and Secondary Education) and their Psychology and Guidance Services, University Education facilities; Commissions for Protection of Children and Youth; Vocational Integration Offices (GIP), Youth Shops, Municipalities; Mutual and Private Institutions of Social Solidarity and Non-Governmental Organisations (NGOs)	Qualification and Vocational Education Centres (CQEP), Schools (Basic and Secondary Education) and their Psychology and Guidance Services, University Education facilities; Commissions for Protection of Children and Youth; Vocational Integration Offices (GIP), Youth Shops, Municipalities; Mutual and Private Institutions of Social Solidarity and Non-Governmental Organisations (NGOs)	Qualification and Vocational Education Centres (CQEP), Schools (Basic and Secondary Education) and their Psychology and Guidance Services, University Education facilities; Commissions for Protection of Children and Youth; Vocational Integration Offices (GIP), Youth Shops, Municipalities; Mutual and Private Institutions of Social Solidarity and Non-Governmental Organisations (NGOs)
RO	No current partnerships, but plans to develop its partnerships further in the future	No current partnerships, but plans to develop its partnerships further in the future	No current partnerships, but plans to develop its partnerships further in the future
SE	The Swedish National Council of Adult Education, The Swedish National Agency for Education and other agencies, Folk High School Initiative, municipalities, the Swedish Social Insurance Agency and Swedish	Cooperation with large employers/national customers	Trade unions

PES	PES partners:		
	Partnerships to ensure that young people have full information and support available, e.g. career guidance providers, education and training institutions or youth support services	Partnerships aimed at increasing employment, apprenticeship and traineeship opportunities (e.g. with employers that have led to increased job, apprentice or training opportunities)	Partnerships aimed at supporting transitions from unemployment, inactivity or education into work (e.g. with private employment services, third sector organisations or youth associations)
	Institute of Assistive Technology (SIAT)		
SI	Education and training institutions, youth NGOs within the YG working group chaired by the Ministry of Labour, Family and Social Affairs (MoLFSA)	All partnership issues related to apprenticeships and traineeships within the YG scheme are within the accountability of Ministry of Labour (MoLFSA) and Ministry of Education!	Elementary and secondary schools, Universities' Career Centres, youth NGOs
SK	Educational institutions	No partnership	No partnership
UK	Career guidance providers, education and training institutions and other youth support services.	Employers	Private for-profit providers

Table A 2 PES staff dedicated to the implementation of YG

PES	Y/N/ Not the case		Number of staff dedicated to implementing YG		Of which, no of staff directly serving clients		Short explanation on the staff working for the implementation of the Youth Guarantee
	2015	2016 planned	2015	2016 planned	2015	2016 planned	
AT	N	N					No staff specifically dedicated to the implementation of the YG
BE- Actiris	Y	Y		29 + 126*		29 + 126*	*29 job coaches FTE + 126 counsellors (3 dedicated afternoons per week for YG)
BE-Le Forem	Y	Y	340*	347*	309*	316*	*Persons
BE- VDAB	Y	Y	4	4			375 FTE in 2015, 313 planned in 2016; Since 2013-no longer front-office counsellors dedicated specifically to youngsters, so only 4 FTE dedicated full-time to implementing the YG, but these staff are also involved in other activities- establishing partnerships, monitoring progress of the programme, etc.; The number/type of staff necessary is established by a bi-annual(2 years) staffing plan, which takes into consideration the actual inflow of youngsters as a share of the total inflow of clients. Estimation- less FTE in 2016-2017 compared to the period 2014 – 2015, due to better economic foresight, greater usage of online tools by youngsters and also budgetary and staffing restrictions by the government. The FTE total of 375 does not include the FTEs providing the training measures, provided to a great extent by PES partners- this staff can vary greatly depending on the training methodology, so not possible to accurately estimate the total FTE providing training measures.
BG	Y	Y	393*	393*	230*	230*	*Specialised staff for the implementation of YG include:230 employment counsellors involved in the direct servicing of young unemployed in the labour offices;100 youth counsellors under the National Programme "Activation of inactive persons", employed in municipalities with high rate of youth unemployment, who are committed to identifying NEETs and their activation to register at labour offices;30 case managers appointed to the labour offices under the National Programme "Activation of inactive persons",

PES	Y/N/ Not the case		Number of staff dedicated to implementing YG		Of which, no of staff directly serving clients		Short explanation on the staff working for the implementation of the Youth Guarantee
	2015	2016 planned	2015	2016 planned	2015	2016 planned	
							who - in case of need and as a part of a team - work with young people with specific problems whose solution is not within the competence of the employment counsellors (case managers also work with members of other vulnerable groups in the labour market); 32 psychologists employed in the labour offices under the National Programme "Activation of inactive persons" who as part of a team work with young people to motivate their active behaviour on the labour market (psychologists also work with people from other vulnerable groups in the labour market).
CY	Y	Y	22	22	19.	19	Employment Counsellors (19 in total) are involved in referring young unemployed people to YG schemes.
CZ	Y	Y	YG- 125 YEI -**	YG - 118 YEI* - 79	YG - 95 YEI -**	YG - 70 YEI - 68	*NUTS II, Northwest, Ústecký and Karlovarský regions **Unrealised
DE	N	N					For the placement of persons under 25 years (U25), the following staff have been deployed in the Employment Agencies (31.03.2015): 251 FTE placement officers/counsellors U25, 2235 counsellors U25 (vocational orientation); in the joint institutions ("gemeinsamen Einrichtungen") there is no differentiation possible for placement officers who are responsible for persons under 25 years or for persons over 25 years because there is no division into target customer groups. Furthermore, it has to be taken into account that employees in the department market and integration and payment of benefits without functional division count with 50% for market and integration or rather for payment of benefits.
DK	Y	Y	N/A	N/A			No centralised national data on the number of staff dedicated to implementing the Youth Guarantee
EE	Y	Y	11+1*	11+1*	11+1*	11+1*	*11 new career information specialists and 1 YG Coordinator were recruited. They are exclusively dedicated to the implementation of the YG; However, since young jobseekers constitute only one of the sub-groups of PES clients, all PES staff members are to a larger or

PES	Y/N/ Not the case		Number of staff dedicated to implementing YG		Of which, no of staff directly serving clients		Short explanation on the staff working for the implementation of the Youth Guarantee
	2015	2016 planned	2015	2016 planned	2015	2016 planned	
							lesser extent involved in the implementation of the YG in practice. Therefore, it is difficult to provide a number.
EL	N	N					No PES staff members are exclusively dedicated to implementing the YG. The YG is part of the staff members' general tasks. YG Working Group consists of 770 staff members who deal with YG implementation and other duties; 735 staff-directly services the clients
ES	Y	Y	9	9	N/A	N/A	
FI	Y	Y	N/A*	N/A*	N/A	N/A	*Impossible to assess
FR	Y	Y	*	*	788***	862	*The whole counsellor staff intend to deliver services to youngsters. ***The staff is not exclusively dedicated to young jobseekers registered on the programme "Intensive Support for Youth" under YG, in a sense of supporting only young people under 25 receiving a "good-quality" offer of employment, continued education, apprenticeship or traineeship within four months of becoming unemployed or leaving formal education. *** counsellors dedicated to 'Accompagnement intensif des jeunes' service in 2015
HR	Y	Y	181	229	179	226	
HU	Y	Y	356	356	314	314	The YG scheme indeed started in 2015. Dedicated PES staff (within an ESF funded ALMP) have been employed for the involvement of young people since 2013.
IE	N	N					Estimation of total number of staff for activation and case management support- 540(FTE), not including desk support. In addition, contractual staff, on annual basis- estimation of 160 mediators (vocational guidance and employment support to jobseekers and others).
IS	*	*					*Not the case, YG is not implemented as such in Iceland
IT	N	N					Regional staff deal with the implementation of the Youth

PES	Y/N/ Not the case		Number of staff dedicated to implementing YG		Of which, no of staff directly serving clients		Short explanation on the staff working for the implementation of the Youth Guarantee
	2015	2016 planned	2015	2016 planned	2015	2016 planned	
							Guarantee
LT	Y	Y	470	501	350	380	
LU	Y	Y	17	25	16	24	
LV	Y	Y	112	114	88	88	
MT	Y	Y	5	5	5	5	
NL	Y	Y	35* FTE	35* FTE	35 FTE	35 FTE	*1 FTE PES staff member is added to each of the 35 labour market regions. He/she focuses on employers services dedicated to vacancies for vulnerable target groups, including youth.
NO	N	N					Local PES offices have special advisers, often organised in interdisciplinary youth teams with experts on guiding young people back to school or work.
PL	N	N					No staff employees who only implement the Youth Guarantees. This task is one of many included in their scope of responsibilities.
PT	N	N					Apart from an executive director at central level, there's no other staff especially assigned to YG work. At PES local units, if necessary, all staff can be assigned to YG work following the specific methodology and priority established for the programme
RO	N	N					
SE	Y	Y	N/A*	N/A*	N/A*	N/A*	* A number of employment officers are dedicated to work with young people; PES has no data on the total number of staff specifically dedicated to the YG implementation; employment officers may work with young people and they may also simultaneously work with other clients. How employment officers' work is organised varies at regional and local levels of the PES; Number of staff working with the YEI/"Ung framtid" project: 92
SI	Y	Y	90*	66	68**	45***	*Apart of 68 dedicated counsellors, the number includes also counsellors working in career centres and 1 person working at the central office; these 22 staff members are mostly, but not exclusively dedicated to the tasks related to young unemployed

PES	Y/N/ Not the case		Number of staff dedicated to implementing YG		Of which, no of staff directly serving clients		Short explanation on the staff working for the implementation of the Youth Guarantee
	2015	2016 planned	2015	2016 planned	2015	2016 planned	
							** Staff dedicated to counselling the young unemployed *** 20 counsellors dedicated to work with short-term unemployed youth, 25 to long-term unemployed youth. Besides them, other counsellors offer services to youth and other age groups At the local level, only general counsellors who work with clients are also dealing with the measures aimed at youth (part of YG). But, these counsellors are not specifically devoted to the youth. *2014-2015: 1878
SK	N	N					
UK	Y*						

Table A3. Sources of funding for the YG (in millions; EURO)

PES	Government Funds		ESF		YEI		Other		Notes/comments
	2015	2016 planned	2015	2016 planned	2015	2016 planned	2015	2016 planned	
AT	N/A	N/A	*	**	***	***	142 ****	150 ****	* PES didn't receive ESF funds ** PES didn't receive ESF funds ***No funds received ****The corresponding budget is raised from means of the unemployment insurance. A small contribution comes from the regional governments (around 10%) AMS: € 142 MIO, 150 in 2016
BE-Actiris	9.8	18.0 *	3.5 **	0.5	2.9	***	N	N	*2016 Budget allocation linked to the funding of the "Integration contract"- 5.529.000€ in 2016 **EUR 9.1 million are dedicated to the implementation of the Youth Guarantee, of which EUR 5.6 to transition internships and EUR 3.5 million to training vouchers (languages, ITC, etc.) ***The allocation of the YEI funding was foreseen from 2014 to end 2015. The effects of the funding are still covering 2016 but there is no new allocation relating to YEI.
BE-Le Forem	0.41	1.062	0.41	1.062	0.41	1.062	N/A	N/A	
BE-VDAB	67.68	As in 2015 (+/-)	9.32	As in 2015 (+/-)	*	*	N/A	N/A	67.68 Euro, millions are Flemish resources invested in young people (or €77 Euro, millions.- 9.32 Euro, millions ESF co-financing for young people). *Actiris for the Dutch speaking unemployed who live in Brussels
BG	7.46 *	27.23 **	0.21	3.73	3.30	58.17	N/A		* This value is according to NPIEYG 2014-2020. ** This value includes the evaluated intermediary services – for preparation of Individual action plans

PES	Government Funds		ESF		YEI		Other		Notes/comments
	2015	2016 planned	2015	2016 planned	2015	2016 planned	2015	2016 planned	
									of 98,830 persons, motivational training for 858 persons and placement on the primary market of 42,164 young persons, as well as disbursements under the programme "Career Start" and measures aimed at young people and youth mediators within the "Activate the inactive persons" programme. Young people aged up to 29 are included in other programmes and measures for employment and training, as well as adult education, but no separate data on the amounts paid to those persons is available.
CY	0	0	1.3	2.7	1.3	2.7	3.9	na	Estimated spending for 2015 on the YG schemes offered by HRDA (Human Resource Development Authority) for Job Placement of Young Unemployed Graduates of Lower Secondary, Upper Secondary and Post-Secondary Education of up to 2 years for the Acquisition of Work Experience in Enterprises/Organisations. The figures have been distributed equally between YEI and ESF as to the distribution of subsidisation of funding.
CZ			19.6	2.5	N/A	5.9			
DE	N/A	N/A	N/A	N/A	N/A	N/A	not used	not used	The completion of tasks lies within the legal mandate of the BA. Therefore, the total amount cannot be put in concrete terms.
DK	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No centralised national data on the specific amount of funds dedicated to the Youth Guarantee.

PES	Government Funds		ESF		YEI		Other		Notes/comments
	2015	2016 planned	2015	2016 planned	2015	2016 planned	2015	2016 planned	
EE	N/A	N/A	2.4 [1]	3.2 [1]	N/A	N/A			1- This includes only two YG measures 'My first job' and workshops organised at schools. All PES measures and services offered to young jobseekers are part of the Youth Guarantee in Estonia, therefore it is difficult to provide precise information on the resources spent on young jobseekers only.
EL	1.1 **	10.88 **	N/A * * *	N/A * * *	4.79*	98.5 * * * *	77.3 *****	thds.	* (for the Apprenticeship scheme only) ** covered at the moment through PES budget. An application will be made for funding through the new National Strategic Reference Framework (NSRF) programme 2014-2020 * * * There are no data because the relevant application has not been made yet. * * * * YEI 2016- Work experience programme for young people (18-24): €6.0 mil., Job creation programme for work experience programme beneficiaries (18-24): €26 mil., Integrated intervention for young people aged up to 24 years: €45 mil., Youth entrepreneurship programme for young people aged up to 29 years: €18 mil. (subject to alteration), Apprenticeship schemes: €3.5 mil. *****other sources EaSI ⁷¹ PROGRESS- "Three Steps to finding a Job" (YG Outreach): €77.3 thousands.

⁷¹ EaSI axis of PROGRESS- aimed at improving policies in employment, in particular to fight youth unemployment, social protection, social inclusion and the reduction and prevention of poverty and working conditions.

PES	Government Funds		ESF		YEI		Other		Notes/comments
	2015	2016 planned	2015	2016 planned	2015	2016 planned	2015	2016 planned	
ES	49	7	66	14	206	N	N	N	no YEI funds in 2016
FI	112	46	4.3	4.3	N/A	N/A	N/A	N/A	
FR	N/A	N/A	47.2*	47.2*	25.4**	19.1***	N	N	*To support AIJ services the 2014-2017 period is covered by ESF funds for 47,230 included in a global subsidy of 94, 460.
HR	12	N/A	0.14	6.38	23.70	4.58	N/A*	N/A	* IPA (occupational training without commencing employment).The total IPA funds for this ALMP measure (IPA funded project) were used in 2013. The total value of the project for this purpose was 2.4 mil EUR. In 2014-15 this measure was financed by stated budget and ESF 2007-2013 funds – included in the lines above.
HU	89.43	95.48	8	8.2	31 *	54 *	N	N	*With ESF co-funding
IE	528.4	528.4	None to date	None to date	None to date	None to date	N/A	N/A	
IS									
IT	165.8	N/A	248.7	N/A	248.7	N/A	N/A	N/A*	The underneath sources of funding for the YG correspond to the financial plan illustrated at table 17, par. 3.1 of the Italian National Operational Programme YEI approved with EC decision C(2014)4969 of July 11th 2014. *Regional and cohesion action plan
LT	N/A *	N/A *	18.1	15.3	N/A	11.2	3.8	5.4	* Government funds were not used. Other sources - Employment fund
LU	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

PES	Government Funds		ESF		YEI		Other		Notes/comments
	2015	2016 planned	2015	2016 planned	2015	2016 planned	2015	2016 planned	
LV	0.49	0.46	2.77	4.26	2.74	4.25	0.89	0.19	other sources-private
MT	0.31	0.2	1.74	0.59	N/A	N/A			
NL	N/A*	N/A*	-*	-*	-*	-*	-*	-*	* No data is available concerning the specific amount of PES resources and national resources dedicated to the Youth Guarantee
NO	N/A								
PL	182.06	354.18	8.52*	260.72 (ESF + YEI)	13.95*		0		*Funds used by the Voluntary Labour Corps (VLC) for the employment of young people
PT	(a)	(a)	(a)	(a)	90	N/A	N/A	N/A	(a) Not all measures are specific to Youth Guarantee, so the financing of these measures include all participants (youth and adults). Only YEI is specific in Youth Guarantee, but represents only a part of the financing.
RO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
SE	208	207	1.0	4.0	2.8	5.4			This refers to funds for the Youth Job Programme
SI	13.6	8,5	7.1	5.5		12.5			
SK	N/A*	N/A*	N/A	N/A	N/A**	N/A**	N/A***	N/A***	* The PES does not have complete information on this point, as the Ministry of Labour has the main responsibility for the implementation of the YG **YEI sources are used, it was in total 75mil. EUR for SK, but we have no information on breakdown of these funds between concrete years. ***No information
UK									

Table A4 - PES Tools for Outreach Work with NEETS by Member State

PES	Contact with young people who have left school but have not yet registered with the PES	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
AT	N	N	N	N	N	N	N	N	N
BE-Actiris	Y	Y	Y	Y	Y	Y	N	Y	Y
BE-Le Forem	Y	Y	Y	Y	Y	N	N	Y	Y
BE-VDAB	Y	Y	Y	Y	Y	Y	Y	Y	Y
BG	Y	Y	Y	Y	Y	Y	Y	Y	Y
CY	N	N	N	N	N	N	N	N	N
CZ	Y	Y	Y	N	Y	N	N	Y	N
DE	Y	Y	Y	Y	Y	Y	Y	Y	N
DK⁷²	N	N	N	N	N	N	N	N	Y
EE	Y	Y	Y	Y	N	N	Y	Y	N
EL	Y	Y	Y	Y	Y	Y	Y	Y	N
ES⁷³	N	N	N	N	N	N	N	N	N
FI	Y	N	Y	Y	N	Y	Y	Y	N
FR	Y	N ⁷⁴	Y	N	Y	N	Y	Y	Y

⁷² The outreach work to young people is performed by the Youth Guidance Centres under the Ministry of Education

⁷³ Youth Guarantee is the responsibility of Ministry of Employment and Social Security. Directorate General of Self-Employment, Social Economy and Social Responsibility of Companies.

⁷⁴ Second chance schools are under the Ministry of Education

PES	Contact with young people who have left school but have not yet registered with the PES	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
HR	Y	Y	Y	Y	N	Y	N	Y	N
HU	Y	Y	Y	Y	N	N	N	Y	Y
IE ⁷⁵	N	N	N	N	N	N	N	N	N
IS	Y	N	N	N	N	N	N	N	Y
IT ⁷⁶	Y	N	N	N	N	Y	N	N	N
LT ⁷⁷	N	N	N	N	N	N	N	N	N
LU	Y	Y	Y	Y	Y	Y	N	Y	Y
LV	N	N	N	N	N	N	N	N	N
MT	Y	Y	Y	Y	Y	Y	N	Y	Y
NL	Y	Y	N	N	Y	Y	Y	Y	N
NO ⁷⁸	N								
PL	Y	Y	Y	Y	Y	Y	Y	Y	Y
PT	Y	N	Y	N	Y	N	N	N	N
RO		Y							
SE	N	N	N	N	N	N	N	N	N

⁷⁵ Department of Education and Skills have responsibility for youth outreach services

⁷⁶ Indirectly; In order to achieve the highest pool of beneficiaries, the Ministry of Labour and Social Policies has deployed a National Communication Plan about the opportunities linked to Youth Guarantee participation, by radio, TV and web. The Communication Plan, implemented during the programming period 2014-2016, has been put in place by the close cooperation with the in-house *Italia Lavoro* Agency that has planned three communication levels, "complementary and integrated with each other"

⁷⁷ According to its functions, PES does not make contact with NEETs. These functions are assigned to the Department of Youth Affairs under the Ministry of Social Security and Labour.

⁷⁸ Pilot activities of PES advisers in high schools will be extended in all counties

PES	Contact with young people who have left school but have not yet registered with the PES	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
SI	Y	Y	Y	N	Y	N	N	N	N
SK	N	Y							
UK	Y ⁷⁹	Y ⁸⁰							

⁷⁹ See the following comments

⁸⁰ Job Centre Plus support for schools allows a range of support and advice to be given to schools which can be used for their pupils or parents. This is done for around 100 schools at present (July 2016) and PES aims to roll out further between November 2016-March 2017, following evaluation of the pathfinder phase

Table A5 - Types of PES services in Youth Guarantee Scheme

PES/Type of services	Registration of young people in YG scheme		Career guidance		Career guidance for young people who are still in school		Specialised career guidance for youth 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		Preselection of young candidates for employers		Individual action planning		Working with schools to re-integrate young people in education	
	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service
AT	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	N	N	Y	Y	Y	N	Y	N	N	N
BE-Actiris	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
BE-Le Forem	Y	Y	Y	N	Y	N	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	Y	N	N	N
BE-VDAB	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
BG	Y	N	Y	N	Y	N	N	N	N	N	Y	N	Y	N	Y	N	Y	N	Y	N	N	N
CY	N	N	Y	N	N	N	N	N	N	N	Y	N	N	N	Y	N	N	N	Y	Y	N	N
CZ	Y	N	Y	Y	Y	Y	N	N	N	N	Y	N	Y	Y	N	N	Y	N	Y	N	N	N
DE	Y	Y	Y	N	Y	N	Y	N	Y	N	Y	Y	N	N	Y	Y	Y	N	Y	N	Y	N
DK	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y	Y	Y	Y
EE	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	Y	N	Y	N	Y	Y	Y	Y	N	N
EL	Y	Y	Y	N	Y	N	Y	N	Y	N	Y	N	Y	Y	N	N	Y	N	Y	Y	N	N
ES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FI	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y
FR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
HR	Y	N	Y	Y	Y	Y	N	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N
HU	Y	N	Y	N	Y	N	N	N	N	N	Y	N	N	N	Y	N	Y	N	Y	N	Y	N

PES/Type of services	Registration of young people in YG scheme		Career guidance		Career guidance for young people who are still in school		Specialised career guidance for youth 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		Preselection of young candidates for employers		Individual action planning		Working with schools to re-integrate young people in education	
	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service	in place	provided as e-service
IE	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
IS	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y	N	Y	Y	N	N	Y	Y	Y	N	Y	Y
IT	Y	Y	Y	N	Y	N	N	N	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y	N	Y	N
LT	Y	Y	Y	N	Y	N	N	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
LU	Y	N	Y	N	Y	N	Y	N	Y	Y	Y	N	N	N	Y	Y	Y	N	Y	N	Y	N
LV	Y	Y	Y	N	N	N	Y	N	Y	N	Y	N	N	N	Y	N	Y	N	Y	N	N	N
MT	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	Y	N	N	Y	N	Y	N	Y	N
NL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
NO	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	N	Y	Y	Y	Y	N	N	Y	N	N	N
PL	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N
PT	Y	Y	Y	Y	N	N	Y	N	Y	N	Y	N	N	N	N	N	Y	Y	Y	Y	N	N
RO	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
SE	Y	N	Y	N	N	N	Y	N	Y	N	Y	N	Y	Y	Y	Y	N	N	Y	N	Y	N
SI	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	N	N
SK	N	N	Y	N	Y	N	N	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N

 UK⁸¹
⁸¹ No information provided for 2016

Table A6 - Types of ALMPs in Youth Guarantee Scheme

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
AT	Y	Y	Y	Y	N	N	N	N	Y	N
BE-Actiris	Y	Y	Y	Y	N	N	N	N	Y	Y
BE-Le Forem	Y	Y	Y	N	N	N	N	N	N	N
BE-VDAB	Y	Y	Y	Y	Y	N	N	N	Y	N
BG	Y	Y	Y	Y	Y	N	Y	N	Y	N
CY	Y	Y	Y	N	N	N	Y	N	N	N
CZ	Y	N	Y	N	N	N	N	N	Y	N
DE	Y	Y	Y	N	Y	N	N	N	Y	N
DK	Y	Y	Y	Y	N	N	N	N	N	N
EE	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
EL	Y	N	Y	Y	Y	N	Y	N	Y	N
ES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FI	Y	Y	Y	Y	N	N	N	N	Y	Y
FR	Y	Y	Y	Y	Y	Y	-	-	Y	Y
HR	Y	N	Y	N	Y	Y	Y	N	Y	N
HU	Y	N	Y	N	N	N	N	N	Y	N
IE	Y	Y	Y	Y	Y	N	N	N	N	N
IS	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
IT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
LT	Y	N	Y	Y	N	N	Y	N	Y	N
LU	Y	N	Y	N	Y	N	Y	N	Y	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
LV	Y	N	Y	N	N	N	N	N	Y	N
MT	Y	N	Y	Y	N	N	N	N	N	N
NL	Y	Y	Y	Y	N	N	N	N	Y	Y
NO	Y	N	Y	N	N	N	N	N	N	N
PL	Y	N	Y	N	N	N	N	N	Y	N
PT	Y	Y	Y	Y	N	N	N	N	Y	N
RO	Y	Y	Y	N	N	N	N	N	Y	N
SE	Y	N	Y	N	N	N	N	N	N	N
SI	Y	N	Y	Y	Y	N	Y	N	Y	N
SK	Y	Y	Y	Y	N	N	N	N	Y	N

UK⁸²

⁸² PES UK- no information provided

Table A6 - Types of ALMPs provided as e-service in Youth Guarantee Scheme

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
AT	Y- Training Y-Subsidies paid to trainees Y- Work experience and work trials	Y-Training Y-Subsidies paid to trainees	Y-Support to geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y-Support to geographical mobility Y-Subsidies paid to employees	N	N	N	N	Y	N
BE-Actiris	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	Y- Training Y- Work experience and work trials	Y- Support for geographical mobility Y-Subsidies paid to employees Y- Subsidies paid to employers	Y- Support for geographical mobility	N	N	N	N	Y	Y
BE-Le Forem	Y-Training Y-Subsidies paid to trainees Y-Work experience, Work trial	Y-Training	Y-Subsidies paid to employees Y-Subsidies paid to employers Y-Support for geographical mobility	N	N	N	N	N	N	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
BE-VDAB	Y- Training Y- Subsidies paid to trainees Y- Work experience and work trials	Y- Training	Y- Support for geographical mobility Y- Subsidies paid to employers Y- Subsidies paid to employees	Y- Support for geographical mobility Y- Subsidies paid to employers	Y	N	N	N	Y	N
BG	Y-Training Y- Work experience and work trials	Y-Training Y- Work experience and work trials	Y-Support for geographical mobility Y- Subsidies paid to employers	Y- Support for geographical mobility Y- Subsidies paid to employers	Y	N	Y	N	Y	N
CY	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	Y-Training	Y- Subsidies paid to employers	N	N	N	Y	N	N	N
CZ	Y-Training Y-Work experience and work trials	N	Y-Subsidies paid to employers	N	N	N	N	N	Y	N
DE	Y-Training Y-Subsidies paid to trainees Y-Work experience and work trials Y-Subventions paid to interns or apprentices	Y-Training	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to employers	N	Y	N	N	N	Y	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
DK	Y-Training Y- Subsidies paid to trainees Y-Work experience and work trials	Y-Training Y- Subsidies paid to trainees Y-Work experience and work trials	Y- Support for geographical mobility Y- Subsidies paid to employees Y- Subsidies paid to employers	Y- Subsidies paid to employees Y- Subsidies paid to employers	N	N	N	N	N	N
EE	Y-Training Y-Subsidies paid to trainees Y- first work experience and work trials and work practice	Y- Subsidies paid to trainees	Y-Support for geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y- Support for work mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y	Y	Y	Y	Y	Y
EL	Y- Training Y- Subsidies paid to trainees Y- Work experience and work trials	N	Y- Support for geographical mobility Y- Subsidies paid to employers- (new programmes-planned)	Y- Support for geographical mobility	Y	N	Y	N	Y	N
ES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FI	Y-Training Y- Subsidies paid to trainees Y-Work experience and	Y-Training Y- Subsidies paid to trainees	Y- Support for geographical mobility Y-Subsidies paid to	Y- Support for geographical mobility Y-Subsidies paid to employees	N	N	N	N	Y	Y

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
	work trials	Y-Work experience and work trials	employees Y-Subsidies paid to employers	Y-Subsidies paid to employers						
FR	Y-Training	Y-Training	Y-Support for geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y-Support for geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y	Y	-	-	Y	Y
HR	Y-Training Y- Subsidies paid to trainees Y-Work experience and work trials	N	Y-Subsidies paid to employers	N	Y	Partially	Y	N	Y	N
HU	Y-Training Y- Subsidies paid to trainees Y- work experience and work trials	N	Y- Subsidies paid to employers Y- Support for geographical mobility	N	N	N	N	N	Y	N
IE	Y-Training Y- Subsidies paid to trainees Y- Work experience and work trials	Y- Subsidies paid to trainees	Y- Subsidies paid to employers Y- Support for geographical mobility Y- In-work income supports	Y- Support for geographical mobility	Y	N	N	N	N	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
IS	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
IT	Y-Training Y-Subsidies paid to trainees	Y-Training	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to employers	Y- Support for geographical mobility Y-Subsidies paid to employers	Y	Y	Y	Y	Y	Y
LT	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	N	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to employers	Y- Support for geographical mobility Y-Subsidies paid to employers	N	N	Y	N	Y	N
LU	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	N	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to employers	N	Y	N	Y	N	Y	N
LV	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	N	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to	N	N	N	N	N	Y	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
	employers									
MT	Y-Training Y-Subsidies paid to trainees Y- Work experience and work trials	N	Y-Subsidies paid to employees Y-Support for geographical mobility Y-Subsidies paid to employers	Y- Support for geographical mobility	N	N	N	N	N	N
NL	Y- Training Y- Work experience and work trials	Y- Training Y- Work experience and work trials	Y-Support to geographical mobility Y-Subsidies paid to employers	Y-Support to geographical mobility Y-Subsidies paid to employers (information via UWV.nl)	N	N	N	N	Y	Y
NO	Y- Training Y-Subsidies paid to trainees	N	Y-Support to geographical mobility Y-Subsidies paid to employees	N	N	N	N	N	N	N
PL	Y-Training Y- Subsidies paid to trainees Y-Work experience and work trials	N	Y- Support for geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	N	N	N	N	N	Y	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/ relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/ loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
PT	Y- Training Y-Subsidies paid to trainees Y- Work experience and work trials Y-Professional traineeship	Y-Subsidies paid to trainees Y - Work experience and work trials Y-Professional traineeship	Y-Support to geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y-Subsidies paid to employees Y- Subsidies paid to employers	N	N	N	N	Y	N
RO	Y- Training Y-Subsidies paid to trainees Y- Work experience and work trials Y-Professional traineeship	Y-Professional traineeship	Y-Support to geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	N	N	N	N	N	Y	N
SE	Y- Training Y-Subsidies paid to trainees Y- Work experience and work trials Y-Professional traineeship		Y-Subs.to employees Y-Subs. to employers	N	N	N	N	N		N
SI	Y - work experience, work trials, Y- institutional, traineeship		Y-Support to geographical mobility, recruitment Y-Subsidies paid to employers	Y-Support to geographical mobility, recruitment	Y	N	Y	N	Y	N

PES	Training (work experience, work trials, institutional, workplace, alternate training and special support for apprenticeship)		Employment incentives (recruitment, employment maintenance incentives, mobility/relocation allowance, job rotation, job sharing)		Sheltered and supported employment and rehabilitation		Direct job creation		Start-up incentives (promotion of entrepreneurship through business advice/training, cash benefits/loans, provision of facilities, etc.)	
	in place	e-service	in place	e-service	in place	e-service	in place	e-service	in place	e-service
SK	Y- Training Y-Subsidies paid to trainees Y- Work experience and work trials Y-Professional traineeship	Y-Professional traineeship	Y-Support to geographical mobility Y-Subsidies paid to employees Y-Subsidies paid to employers	Y-Support to geographical mobility	N	N	N	N	Y	N

UK⁸³

⁸³ No information provided for 2016

Table A7 PES participation in mutual learning or technical assistance activities on youth with other Member States

PES	Y/N	Examples of PES participation in different events
AT	N	
BE-Actiris	Y	Learning Exchange in Brussels, December 2015 Mutual learning in Slovenia Organisation (Belgian PES) of Learning Exchange in Sept 2016 (ICF)
BE-Le Forem	Y	Mutual learning on how to address labour market segmentation, PES network dedicated to the implementation of the youth guarantee, the challenges and success factors.
BE-VDAB	Y	Study visit – The implementation of the youth Guarantee in Luxembourg 23-25 November (organised by the department of Youth Flanders) 9 December 2015: PES Seminar on NEETs. 18 December 2015: In response to the refugee issue, a delegation of the German state of North Rhine-Westphalia visited PES-VDAB. Attention was paid to language learning (NT2), workplace learning. These VDAB services are also used in the framework of the youth guarantee. May: Study Visit local Swedish authorities at VDAB
BG	N	
CY	N	
CZ	N	
DE	N	
DK	N	
EE	Y	Three PES of the Baltic States organised a joint seminar in Lithuania in June 2016 about YG measures implemented by the PES.
EL	Y	The meeting of the PES-Board in Rome (December 2014) Benchlearning -external assessment in June 2016 Within the framework of Technical Assistance for Apprenticeships, a Technical Meeting was held at the PES Head Office, from 20-10-2014 to 24-10-2014, with the participation of representatives of Federal Institute for Vocational Education and Training (BIBB), Germany, Social Partners, PES officers, the Greek Ministry of Labour, Social Insurance and Social Solidarity, the Greek Ministry of Education, EOPPEP (National Organisation for the Certification of Qualifications & Vocational Guidance), IEP (Institute of Educational Policy). The meeting's subject was the development of training regulations in two specialties (mechatronics and clerks) and the improvement of the quality framework for apprenticeships through the transfer of know-how and the exchange of good practices.
ES	N	

PES	Y/N	Examples of PES participation in different events
FI	Y	The Youth Guarantee conference, held in Brussels in December 2015. The Finnish PES also organised a couple of study visits from other countries/PES related to the Youth Guarantee
FR	Y	Pôle emploi has been involved as co-participant in the PARES project Benchmarking between Employment Services (VP/2013/016) related to the implementation of YEG in Italy (leader), Hungary and Serbia. The benchmarking projects aimed at contributing to the objective linked to the European Commission's Decision of June 2013: Comparing the public employment services' performance against relevant benchmarks, identifying best practices, fostering mutual learning. The final conference took place in Roma 13th May 2016. Dissemination of results is planned by the end of 2016.
HR	N	
HU	N	
IE	Y	Activation and Employment Unit representatives participated in a mutual learning programme on the FR "Garantie Jeune" in April. Through EURES, ongoing mobility projects in collaboration and conjunction with other member states. Through EURES network, participation and membership of the coordinators' group, Eures sharing mutual learning, development and implementation plans and programmes
IS	Y	Iceland was represented in the expert group of the project Young in the Nordic countries - mental health, work, education. The Nordic council of Ministers. http://www.nordicwelfare.org/Projekt/Unga-i-Norden/
IT	Y	"Your first EURES job" is an example of project implemented to help young nationals in the 18-35 age bracket of any of the EU28 countries + Iceland and Norway (EFTA/EEA countries) to find a work placement (job, traineeship or apprenticeship) in another EU EFTA/EEA country. It also helps employers to find the workforce they need for their hard-to-fill vacancies. The initiative, co-funded by the European Union and coordinated by the Italian Ministry of Labour, sees the collaboration of 9 EU Ministries of Labour (Croatia, Cyprus, Czech Republic, France, Germany, Ireland, Italy, Portugal, Spain) together with the Città Metropolitana di Roma Capitale and a large network of associated partners.
LT	Y	The Lithuanian Labour Exchange organised a mutual learning seminar "Youth Guarantees in the Baltic States: from National Commitments to Local Implementation" in Šiauliai Local Unit on 2-3 June 2016. The seminar was structured as a mutual learning event for the Baltic States PES specialists, working with youth. The aim of the seminar was to discuss the role of PES within the delivery of the Youth Guarantee in Lithuania, Latvia and Estonia and present the results of implementation and monitoring of the Youth Guarantee. The participants shared good practises, related to the cooperation with social partners, employers in order to increase the employment of young people, career guidance and practices to ease the transition to work, counselling and services for the young with special needs or disabilities; practises to reach out to NEETs and services to activate them. During the seminar a Baltic States community of practice to exchange information and expertise on innovative solutions in the provision of employment services and programmes for young clients was established.

PES	Y/N	Examples of PES participation in different events
LU	Y	<p>The PES conference Youth Guarantee, in Brussels 9 December 2015</p> <p>The Mutual Learning Programme (MLP) expert workshop in Slovenia addressing Labour market segmentation, hosted by Slovenia on 9th November 2015</p> <p>Jugendforumjeunesse, organised by the Fédération Wallonie-Bruxelles (BIJ) et la Communauté germanophone in Marche-en-Famenne on 20/04/2016</p> <p>Study-visit to the Belgium PES-VDAB, in Brussels on 01/12/2015</p> <p>Study visit by Belgium Youth organisations and PES, organised by SNJ on 24/11/2015</p> <p>The conference 'Youth & VET – reach out and move!' organised by the Luxembourg Presidency, in Luxembourg on 17 and 18 November 2015.</p>
LV	Y	<p>PES Network event "Implementation of the Youth Guarantee – Challenges and Success Factors" (Brussels, Belgium);</p> <p>On track - Different youth work approaches for different NEET situations (Bratislava, Slovakia);</p> <p>Mutual Learning Seminar "Youth Guarantees in the Baltic States: from National Commitments to Local Implementation" (Siauliai, Lithuania).</p>
MT	N	
NL	N	
NO	N	
PL	Y	<p>European Commission Mutual Learning Programme Peer Reviews:</p> <p>"Autumn Peer Review on Youth Guarantee. Finland" 18-19 September 2015, Helsinki, Finland</p> <p>"Peer Review on Targeting NEETs – key ingredients for successful partnerships in improving labour market participation" 24-25 September 2015, Oslo, Norway</p> <p>"Youth Guarantee measure" 7-8 April 2016, Paris, France</p>
PT	Y	<p>Mutual Learning Programme – Peer Review on the French experience, April 2016, Paris;</p> <p>Exchange of experiences with the Sardinian authorities – a Sardinian delegation came to Lisbon to learn from the Portuguese experience, and a Portuguese representative went to a conference in Sardinia to inform about our experience in implementing the YG – October/November 2015.</p>
RO	N	
SE	Y	<p>Arbetsförmedlingen participated in a seminar on the Youth Guarantee in Torremolinos, Spain, in July 2015, presenting the implementation of the YG in Sweden and role of the social partners.</p> <p>PES representatives within the ESF funded project "UngKomp" has taken part in the flagship initiative S2W School to Work, an initiative to strengthen transnational cooperation between stakeholders in the Baltic Sea Region in the field of education and work. The initiative aims to prevent early school drop-outs and develop support for vulnerable groups of students/youth. The Swedish Association of Local Authorities and Regions (SKL) has initiated this form of cooperation which involves about thirty-five stakeholders from all of the countries in the Baltic Sea Area.</p>

PES	Y/N	Examples of PES participation in different events
SI	Y	PES Network Conference 'Implementation of the Youth Guarantee – Challenges and success factors' on 9 December in Brussels and Meeting of the Employment Committee including "Thematic Multilateral surveillance review on the CSRs" relating to Youth employment and on the implementation of the Youth Guarantee the next day.
SK	N	
UK	Y	Multi-lateral surveillance of youth employment policies in the context of European Semester under the aegis of Employment Committee December 2015.

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