STYLE Inventory/Database

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1. to ‘advance the knowledge base that underpins the formulation and implementation of relevant policies in Europe with the aim of enhancing the employment of young people and their transition to economic and social independence’, and
2. to engage with ‘relevant communities, stakeholders and practitioners in the research with a view to supporting employment policies in Europe.’ Contributions to a dialogue about these results can be made through the project website [www.style-research.eu](http://www.style-research.eu), or by following us on twitter @STYLEEU.

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Abbreviations

|  |  |
| --- | --- |
| Actiris | PES for Brussels Capital Region (BE) |
| ADG | Arbeitsamt der Deutschsprachigen Gemeinschaft (BE de) |
| AIJ | Accompagnement intensif jeunes (FR) |
| ALMP | Active Labour Market Policy/Policies |
| ANI | Accord national interprofessionnel (FR) |
| ASP | Agence de Services et de Paiement (FR) |
| Bac | Baccalauréat (FR) |
| BBL | Beroepsbegeleidende Leerweg (NL) |
| BIS | Department for Business, Innovation and Skills (UK) |
| BCR | Brussels-Capital Region (BE) |
| BOL | Beroepsopleindende Leerweg (NL) |
| BRON | Basic Record Database for Education (NL) |
| BE | Belgium |
| CAE | Contrato de Emprendedores (ES) |
| CAP | Certificat d'aptitude professionnelle (FR) |
| CCAS | Centre communal d'action sociale (FR) |
| CDD | Contract Duration Determinée (FR) |
| CDI | Contract Duration Indeterminée (FR) |
| CLB | Centrum voor Leerlingenbegeleiding (BE nl) |
| CSRs | Country Specific Recommendations |
| CVEK | Centre for the Research of Ethnicity and Culture (SK) |
| CESE | Conseil Economique Social et Environnemental (FR) |
| CF | Contrato de Formación (ES) |
| CIJ | Comité interministériel de la jeunesse FR) |
| CIVIS | Contrat d'insertion dans la vie sociale (FR) |
| COLSAF | Centre of Labour, Social Affairs and Family (SK) |
| CPE | Convention de premier emploi (BE) |
| CUI | Contrat unique d'insertion (FR) |
| DARES | Direction de l’animation, de la recherche, des études et des statistiques (FR) |
| DfE | Department for Education (UK) |
| DGEFP | Délégation générale à l’emploi et à la formation professionnelle (FR) |
| DIRECCTE | Directions régionales des Entreprises, de la Concurrence, de la Consommation, du Travail et de l’Emploi (FR) |
| DK | Denmark |
| DUO | Dienst Uitvoering Onderwijs (NL) |
| DWP | Department for Work and Pensions (UK) |
| EA | Emplois d'avenir (FR) |
| EEPO | European Employment Policy Observatory |
| EFA | Education Funding Agency (UK) |
| EMCO | Employment Committee |
| EPAL | Vocational Lyceum (EL) |
| EPL | Employment Protection Legislation |
| EL | Greece |
| EQF | European Qualifications Framework |
| ES | Spain |
| ESF | European Social Fund |
| ESL | Early School Leaving |
| EU | European Union |
| Eurofound | European Foundation for the Improvement of Living and Working Conditions |
| EVC | Elders Verworven Competencies (BE nl) |
| FOREM | Office de la formation professionnelle et de l'emploi (BE fr) |
| FPB | Formación Profesional Básica (ES) |
| FPI/FPIE | Formation Professionnelle Individuelle en Enterprise (BE) |
| FR | France |
| FSE | Fonds Social Européen |
| GCSE | General Certificate of Secondary Education (UK) |
| GJ | La garantie jeunes (FR) |
| HEI | Higher Education Institution |
| HRM | Human Resource Management |
| IAG | Information, advice and guidance |
| IBO | Individuele beroepsopleiding in de onderneming (BE nl) |
| IBU | Individuelle Berufsausbildung im Unternehmen (BE de) |
| ICTs | Information and Communication Technologies |
| IEK | Private Vocational Training Institute (EL) |
| ILO | International Labour Organisation |
| INE | Instituto Nacional de Estadistica (ES) |
| INSETE | Institute of the Greek Tourism Confederation (EL) |
| ISCED | International Standard Classification of Education |
| IVET | Initial Vocational Education and Training |
| JC+ | Job Centre Plus (UK) |
| JEEP | Jeunes, Ecole, Emploi…tout un programme (BE) |
| JWL | Jeugdwerkloosheidsvrije Zone (NL) |
| KEK | Vocational Training Centre (EL) |
| KVUC | Københavns Voksen Uddannelses Center (DK) |
| LFS | Labour Force Survey |
| LMP | Labour Market Policy (database) |
| LEES | Lanzaderas de Empleo y Emprendimiento Social (ES) |
| LOMCE | Ley Orgánica Para la Mejora de la Calidad Educativa (ES) |
| MBO | Middelbaar beroepsonderwijs (NL) |
| ML | Mission Locale (FR) |
| MLP | Mutual Learning Programme |
| MS | Member State |
| NAS | National Apprenticeship Service (UK) |
| NEET | Not in Employment, Education or Training |
| NGO | Non-Governmental Organisation |
| NL | The Netherlands |
| NSRF | National Strategic Reference Framework (EL) |
| OAED | Greek Manpower Employment Organisation (EL) |
| OECD | Organisation for Economic Cooperation and Development |
| OEM | Original Equipment Manufacturers (NL) |
| OPCA | Organismes paritaires collecteurs agrees (FR) |
| PCPI | Programas de Cualificación Profesional Inicial (ES) |
| PE | Pôle Emploi (FR) |
| PES | Public Employment Services |
| PFI | Plan formation insertion (BE fr) |
| PMSMP | Périodes de mises en situation en milieu professionnel (FR) |
| PPAE | Project personalise d’accès à l’emploi (FR) |
| PJJ | Protection judiciaire de la Jeunesse (FR) |
| PWP | Public Works Programmes (SK) |
| RDL | Royal Decree-Law (ES) |
| RMC | Regional Registration and Coordination Centre (NL) |
| ROA | Researchcentrum voor Onderwijs en Arbeidsmarkt (NL). |
| ROC | Regionaal Opleidingen Centrum (NL) |
| RSA | Revenu de solidarité active (FR) |
| RVA | Rijksdienst voor Arbeidsvoorziening (BE) |
| SBWA | Sector-Based Work Academy (UK) |
| SEK | Vocational Education School (EL) |
| SEN | Special Educational Needs |
| SEPE | Servicio Público de Empleo Estatal (ES) |
| SETE | Greek Tourist Confederation (EL) |
| SFA | Skills Funding Agency (UK) |
| ŠIOV | Štátny inštitút odborného vzdelávania (SK) |
| SK | Slovakia |
| SME | Small and Medium-sized Enterprise |
| SPE | Service Public de l’Emploi (FR) |
| SPIP | Service pénitentiaire d'insertion et de probation (FR) |
| STEM | Science, Technology, Engineering and Mathematics |
| STW | School-to-Work |
| SU | Statens Uddannelsesstøtte (DK) |
| TEI | Technological Educational Institute (EL) |
| TEM | Temporary Equalising Measures (SK) |
| TNO | Toegepast Natuurwetenschappelijk Onderzoek (NL) |
| UK | United Kingdom |
| UKCES | UK Commission for Employment and Skills (UK) |
| VDAB | Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding (BE nl) |
| VEP | Vocational Education and Preparation (SK) |
| VET | Vocational Education and Training |
| WBL | Work-Based Learning |
| WEB | Wet Educatie en Beroepsonderwijs (NL) |
| WIJ | Werk inleving jongeren (BE nl) |
| YEI | Youth Employment Initiative |
| YEP | Youth Employment Plan (Jeugdwerkplan) (BE nl) |
| YC | Youth Contract (UK) |
| YG | Youth Guarantee |
| ZUS | Zones Urbaines Sensibles (FR) |
|  |  |
|  |  |

# 1. Introduction

The focus of Task 4.4 of Work Package 4 was to compile a **Database/inventory of youth employment measures** in specific Member States (MS) (Belgium, Denmark, France, Greece, Netherlands, Slovakia, Spain, and UK). In general, this database summarises country specific information including

* Data and indicators for young people’s participation in active labour market policies (ALMPs);
* young people’s participation in specific employment programmes;
* young people’s participation in education/VET programmes, including traineeships and apprenticeships, etc.

Crucially, the database also includes evaluation results about the effectiveness of various youth employment measures included for each selected MS together with information about their key strengths and weaknesses, innovative aspects (where applicable), and main lessons learnt (what works and for whom, and what does not work and why). On the basis of this Database, one will be able to make recommendations for successful policy learning and innovation in relation to effective school-to-work (STW) transitions in the EU.

# 2. Summary Description of the Database

## 2.1 Aims and Objectives of Task 4.4

As mentioned earlier, the aim of Task 4 was to compile a Database/inventory of effective youth in specific Member States (MS) (Belgium, Denmark, France, Greece, Netherlands, Slovakia, Spain, and UK). The database provides not only an overview of the main representative and/or most effective programmes which have been in operation in these MS in the period 2008 (pre-crisis) to 2016, but also key learning points and policy pointers on how one can design and implement successful STW policies in the EU.

To this end, many of the database’s programmes are:

* programmes known to be most effective in relation to positive outcomes for young people, for which relevant data, including quantitative data and evaluation results, are available;

and/or

* The main, representative youth-related programmes in operation in the specific MS, i.e. programmes which cover large numbers of young people.

That said, the database also includes smaller scale programmes/initiatives that, according to the partner responsible, was interesting or relevant or innovative for their respective country. As a result, the database also includes a small number of local/regional programmes/projects as well as new measures, introduced recently, many linked to the country-specific implementation of the Youth Guarantee (YG).

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## 2.2 Approach to Compiling the Database

Partners were sent on 12th March 2016 a set of detailed guidelines on how to compile their respective national database together with the common data collection tool (in the form of an Excel Sheet) and a list of indicative data sources. In order to add validity and enhance the thoroughness of the approach towards compiling the database the partners involved in Task 4 [CEPS (BE), CBS (DK), DUTH (EL), UNIOVI (ES), CCIG (FR), UVT (NL), SGI (SK) and IES (UK)] adopted a quasi-systematic approach both in how they identified and analysed key documents:

1. First, the ***scope*** of the country-level review was *focused* and provided an overview of the main representative programmes which have been in operation in a specific Member State in the period 2008 (pre-crisis) – 2016.
2. Second, the partners adopted *an* ***inclusive approach*** as the type of documents reviewed. To this end, their data search focused on main types of content from (see also Section 1 in the Appendix):

* Official national/regional data and policy documents, including the National Youth Guarantee Implementation Plans, National Youth Employment Plans, Programme Guidance and related documentation, including evaluation reports and related studies specific to the programme under review, etc.;
* Data, including administrative data, available from national statistical sources and monitoring systems on the take-up and cost of the implemented programmes e.g. Public Employment Services (PES) for programmes which form part of ALMP, etc.; ESF-related data from ESF Managing Authorities, where applicable; relevant Ministries (e.g. Ministry of Employment/Labour, Ministry of Education, Ministry for Youth, etc.);
* Relevant databases, e.g. European Commission’s Database of Labour Market Practices (<http://ec.europa.eu/social/main.jsp?catId=1080&langId=en>) and European Employment Policy Observatory (EEPO) (<http://ec.europa.eu/social/main.jsp?catId=1086&langId=en>); Eurostat’s Labour Market Policy Database (LMP) (<http://ec.europa.eu/eurostat/web/labour-market/labour-market-policy>); ILO’s Youth Employment Inventory (<http://www.youth-employment-inventory.org/>); etc.;
* The European Commission’s Mutual Learning Programme (MLP) (<http://ec.europa.eu/social/main.jsp?catId=1047>), including a number of relevant Peer Reviews (see also Section 1 in the Appendix for an indicative list);
* Key published material (e.g. books; academic journals; research articles, independent research and evaluation studies and reports); and
* Survey data, including employer and beneficiary surveys.

1. Third, in order to collect information in a consistent and comparable way the partners adopted a ***quasi-systematic approach*** to the country-level review by using a common data collection tool (in the form of an Excel proforma/template) which sought to elicit information in line with the key focus of Task 4.4. Such a ***standardised pro-forma/template*** facilitated the collection of comparable data on youth-related programmes in each selected Member State and ensured consistency of information gathering across the partners.
2. Fourth, in order to fill in data gaps, especially in relation to quantitative and evaluation data, including data on the programme’s funding/budget, participation/take-up and outcomes in terms of positive employment and other outcomes for young people, the partners conducted, where possible, ***interviews*** (face-to-face or via telephone/Skype) with the most relevant informants who could provide such information.
3. Fifth, given the fact that the database can be used as a useful repository/knowledge base in relation to youth-related programmes in the countries reviewed, it also includes ***key references and data sources*** used including, where available, the relevant online links and programme websites.

## 2.3 The Structure of the Database

As mentioned earlier, the database provides an overview of the main representative and/or most effective programmes which have been in operation in one of the selected MS (BE, DK, EL, ES, FR), NL, SK and UK) in the period 2008 (pre-crisis) to 2016. Specifically, for each youth-related programme the database summarises country-specific information in relation to:

* An overview of the programme, including its aims and objectives, target group(s) and main activities, i.e. what interventions it supports and how it is delivered on the ground
* The main body responsible for the programme and other key actors involved;
* Sources and level(s) of funding;
* Quantitative data about its take-up and progression outcomes, particularly employment outcomes (where available); and
* Overall evaluation of the programme, including its effectiveness and the extent to which it facilitates young people’s STW transitions; its main strengths and weaknesses; any innovative elements; as well as key lessons learnt (i.e. what works and for whom, and what does not work and why) that can be used as policy pointers.

The detailed structure of the Database is presented in Section 2 of the Appendix.

## 2.4 Summary of Database Information

In total, the database includes **48 youth-related programmes** which cover a wide range of interventions, many of which have proved effective in facilitating STW transitions, including those of youth at risk/NEETs. The Table in Section 3 of the Appendix presents all programmes included in the Database by country. Using a classification developed by Eurofound in relation to young people's pathway to employment, these can be grouped in six broad categories (see Table 0.1 below):[[1]](#footnote-1)

**Table 0.1 Overview of Programmes in the Database**

|  |  |
| --- | --- |
| **Type/Category of Programme/Measure** | **Range of Programmes/Measures** |
| **Youth Guarantee** | Early intervention; integrated approach; personalised and intensive support; individualised action planning; quality options; monitoring |
| **Preventive measures for early school leaving (ESL)** | * Diagnostic measures for early identification & intervention * Alternative learning environments * Information, advice and guidance (IAG) and support at key transition points, especially between lower and upper secondary education |
| **Remedial measures for re-integrating early school leavers** | * Tracking and/or outreach services * Second chance education programmes * Pre-vocational training, including basic and soft skills training * VET and work-related, practical training * Integrated and personalised approach for re-engaging ESL |
| **Measures to enhance youth employability** | * Apprenticeships and/or pre-apprenticeship (or pre-vocational) training * Structured traineeships which form part of a ‘train-first’ approach * Mentoring and support to young person throughout placement and beyond * Incentives and support to participating employers throughout placement * VET |
| **Measures to facilitate school-to-work (STW) transitions** | * Outreach and rehabilitation programmes * Intensive and personalised help and support, including individualised action planning through dedicated case workers and mentors * IAG and counselling, including individualised vocational &/or socio-pedagogical guidance * Early activation, e.g. intensive and personalised job search assistance programmes combined with follow-up services * Special programmes addressing specific barriers faced by youth at risk, e.g. language courses, transport, living and/or childcare subsidies |
| **Employment measures** | Subsidised employment programmes, e.g. well-targeted employer subsidies |

An analysis of the Database’s programmes has highlighted a number of policy pointers that can serve as recommendations for successful policy learning and innovation in relation to effective school-to-work transitions in the EU. These are highlighted in the Box below.

**Box 1 Key Policy Pointers**

1. **Prevention and early intervention at key transition stages** over the full cycle of STW transition
2. **Policies designed with enough flexibility to cater for the different needs of specific sub-groups of NEETs**, or targeted at particular sub-groups
3. **Proactive outreach work**, including through active involvement of NGOs and/or youth organisations and e-outreach
4. **Systems for diagnosing** vulnerable young people’s **specific needs**
5. **Early, integrated and person-centred interventions** to address complex needs
6. **Effective case management** combined with **individualised action planning** together with personalised mentoring, help and support as well as follow-up well after the end of the
7. **Sufficient PES capacity and resources** to properly service youth at risk who require much more intensive and personalised attention
8. Programmes **integrating and combining services** **to offer a comprehensive approach tailored to** young people’s **individual needs** in relation to STW transition
9. **Involvement of all relevant stakeholders**, including youth organisations and youth workers
10. **Partnership/multi-agency working** and co-ordination **for an integrated service** to youth at risk, especially at local level
11. **Individualisation of learning pathways**  based on good understanding of how the young person actually learns, flexible/modularised curricula and alternative learning environments together with a focus on attitudes/self-esteem, ‘soft’ and basic skills
12. **Programmes combining work and study** such as **quality apprenticeships, traineeships and work experience placements** together with, where required, **pre-vocational/pre-apprenticeship training**
13. **Strong involvement** and genuine commitment **of** **employers/social partners**
14. **Close partnerships between employers** and **educational institutions** to ensure both that study curricula are relevant to labour market needs and apprenticeships/traineeships of sufficient quantity and quality
15. **Well-targeted employer subsidies**, especially for disadvantagedyoung people furthest from the labour market, combined with **quality training** and being of limited duration
16. **Financial support acting as a safety net** for vulnerable NEETs taking part in an intervention

# Appendix

## Indicative Data Sources used for the Database

***EU-Level Data Sources***

**European Commission**

* European Commission – Youth Guarantee by Country, <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en>

*(it includes info about the Youth Guarantee implementation in each Country, including the 28 National Youth Guarantee Implementation Plans)*

* European Commission – Education & Training Monitor 2015, <http://ec.europa.eu/education/tools/et-monitor_en.htm>

*(it includes a Synthesis Report & 28 Country Reports)*

* European Commission, (2013). *Guidebook for Policy Planners and Practitioners on Apprenticeship and Traineeship Schemes in EU27*, December, <http://ec.europa.eu/education/policy/vocational-policy/doc/alliance/apprentice-trainee-success-factors_en.pdf>

*(it includes a Synthesis Report & 27 Country Fiches – focus on evaluation of labour market outcomes*

*& key success factors – The Report’s Annex includes quantitative data for each Country Fiche,* [*http://ec.europa.eu/education/policy/vocational-policy/doc/alliance/apprentice-trainee-success-factors-annexes\_en.pdf*](http://ec.europa.eu/education/policy/vocational-policy/doc/alliance/apprentice-trainee-success-factors-annexes_en.pdf)*)*

* European Commission, (2012). *Study on a Comprehensive Overview on Traineeship Arrangements in Member States*, <http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=6717>

*(it includes a Synthesis Report & 27 National Reports; 10 National Case Studies (DE, EE, EL, ES, FI, FR, HU, IT, PL, UK)*

* European Commission, (2012). Apprenticeship Supply in the Member States of the European Union, <http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=6633&visible>

*(it includes a Synthesis Report & 27 National Reports; 9 National Case Studies (DE, DK, EE, ES, FR, NL, PL, SK, UK)*

* European Commission’s reporting and assessment of the employment, including youth employment, field in each Member State included in
  + Member States’ Country Specific Recommendations (CSRs), <http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index_en.htm>
  + Employment Committee’s (EMCO) 2015 Europe 2020 Employment Performance Monitor, <http://ec.europa.eu/social/main.jsp?catId=115&langId=en&moreDocuments=yes>

***European Commission’s Mutual Learning Programme & PES to PES Dialogue on Youth***

A number of peer reviews and thematic seminars and peer reviews have focused on STW transitions, including those of youth at risk. Each of these Reviews includes a Host Country Paper, Comparative Paper and/or an Analytical/Thematic Paper together with at least ten (10) National Reports.

* The September 2015 Peer Review on Targeting NEETs – Key Ingredients for Successful Partnerships in Improving Labour Market Participation (Oslo, Norway), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1070&newsId=2261&furtherNews=yes>

*(includes National Reports for AT, BG, DK, ES, FI, HR, IT, NO, PL, PT, SE, SK, UK)*

* The October 2014 Learning Exchange on Cooperation at Local Level in the Fight Against Youth Unemployment (Dordrecht, the Netherlands), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1073&eventsId=1010&furtherEvents=yes>
* The September 2014 Peer Review on Youth Guarantee (Helsinki, Finland), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=2068&furtherNews=yes>

*(includes National Reports for AT, BE, DE, DK, EE, FI, FR, IE, LT, LU, LV, NL, PL, SE)*

* The April 2014 PES to PES Dialogue Peer Review on PES Approaches for Sustainable Activation of Long-Term Unemployed (LTU) (Sofia, Bulgaria), <http://ec.europa.eu/social/main.jsp?langId=en&catId=105&newsId=2056&furtherNews=yes>

*(includes National Reports for AT, BE, BG, CZ, DE, DK, EE, FR, HR, IT, LV, PL, PT, SK, UK)*

* The February 2014 Peer Review on ‘Emplois d’avenir’ (Paris, France), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=2028&furtherNews=yes>

*(includes National Reports for BE, CZ, DE, EL, ES, FR, IE, IT, NO)*

* The November 2013 Peer Review on Youth Unemployment: How to Prevent and Tackle it? (The Hague, the Netherlands), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=1989&furtherNews=yes>

*(includes National Reports for DE, EL, ES, IE, LT, NL, RO, UK)*

* The November 2013 Learning Exchange on Apprenticeship Schemes (Vienna, Austria), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1073&eventsId=941&furtherEvents=yes>

*(includes Reports for AT, BG, DE, LV)*

* The October 2013 Thematic Event on Practical Support for the Design and Implementation of Youth Guarantee Schemes (La Hulpe, Belgium), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1072&eventsId=931&furtherEvents=yes>

*(includes Reports for AT, DE, FI, SI, UK)*

* The June 2013 PES to PES Dialogue Peer Review on PES Approaches for Low-Skilled Adults and Young People: Work First or Train First (Vilnius, Lithuania), <http://ec.europa.eu/social/main.jsp?langId=en&catId=105&newsId=1913&furtherNews=yes>

*(includes National Reports for AT, BE, BG, DE, EL, ES, FI, HU, LT, MK, NO, PL)*

* The September 2012 Peer Review on The dual Training System: Integration of Young People into the Labour Market (Berlin, Germany), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=1948&moreDocuments=yes&tableName=news>

*(includes National Reports for AT, BE, CZ, DE, DK, EE, EL, ES, FI, HR, IE, LT, LV)*

* The April 2012 Peer Review on Activation Measures in Times of Crisis: The Role of Public Works (Riga, Latvia), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1070&newsId=1950&furtherNews=yes>

*(includes National Reports for BE, CY, CZ, EL, FI, HR, HU, IE, LV, NL, NO, PT, RO )*

* The March 2011 PES to PES Dialogue Peer Review on Youth Guarantees - PES Approaches and Measures for Low-Skilled Young People (Vienna, Austria), <http://ec.europa.eu/social/main.jsp?langId=en&catId=105&newsId=1009&furtherNews=yes>

*(includes National Reports for AT, DE, DK, EL, HU, IT, LT, LU, NL, NO, PL, SE)*

* The June 2011 Thematic Event on the Reduction of the Labour Market Segmentation of Young People (DG EMPL, Brussels), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1072&eventsId=908&furtherEvents=yes>
* The 2011 Peer Review on Pathways to Support Young People into Self-Employment (Spain), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1070&newsId=1951&furtherNews=yes>

*(includes National Reports for CY, CZ, DE, EE, ES, IS, PT, RO, SI, SK, UK)*

* The October 2010 Peer Review on a Systematic Preventive Integration Approach (Support) for Jobseekers and the Unemployed (Berlin, Germany), <http://ec.europa.eu/social/main.jsp?langId=en&catId=1070&newsId=1957&furtherNews=yes>

*(includes National Reports for BE, BG, CY, CZ, DE, EL, FR, MT, NL, PL, RS, SI, UK)*

* The November 2009 Peer Review on Professional Traineeships for Young Adults (Lisbon, Portugal), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=1962&moreDocuments=yes&tableName=news>

*(includes National Reports for CY, CZ, EE, EL, FR, MT, NL, PL, PT, RO)*

* The November 2009 Peer Review: Project Learning for Young Adults (PLYA) - A Social Integration Programme helping Young People back into Work and Education (Radovljica, Slovenia), <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=1963&moreDocuments=yes&tableName=news>

*(includes National Reports for CY, CZ, DE, FI, MT, NL, NO, PL, RS, SI)*

**Eurofound**

* European Foundation for the Improvement of Living and Working Conditions/Eurofound, (2012). *Effectiveness of Policy Measures to Increase the Employment Participation of Young People*, December, <http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1260en.pdf>
* European Foundation for the Improvement of Living and Working Conditions/Eurofound, (2012). *NEETs - Young People not in Employment, Education or Training: Characteristics, Costs and Policy Responses in Europe*, 21.10.2012, <http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1254en.pdf>
* European Foundation for the Improvement of Living and Working Conditions/Eurofound, (2014). *Mapping Youth Transitions in Europe*, 23.7.2014, <http://www.eurofound.europa.eu/publications/report/2014/labour-market/mapping-youth-transitions-in-europe>

**Cedefop**

* Cedefop – VET in Europe Country Reports, <http://www.cedefop.europa.eu/en/publications-and-resources/country-reports/vet-in-europe-country-reports>

**Eurostat**

* Labour Market Policy Database (LMP), <http://ec.europa.eu/eurostat/web/labour-market/labour-market-policy>

It provides data on public expenditure on labour market policies (LMP) explicitly targeted at groups of persons with difficulties in the labour market: the unemployed, the employed at risk of involuntary job loss and inactive persons who would like to enter the labour market. For each European country, the database provides information by age (under 25 and total) and gender on

1. the amount of public expenditure in LMP and
2. the number of beneficiaries (stocks and flows into and out of the programme)

Data are collected annually from administrative sources. Labour Market Policies are categorised in nine broad categories, among which is training. The training category for most countries includes measures to support training for young workers and apprentices, including those co-financed by the ESF. The data provided are public expenditure on these measures and the stock and flows of beneficiaries (but not on their outcome).

## Structure of Database

For EACH PROGRAMME, the partners where asked to provide (using the common data collection tool) information in relation to the following:

### OVERVIEW OF PROGRAMME

This section should present key descriptive information about the programme under review:

#### Profile of Programme/Policy/Measure

1. Country in which programme is in operation
2. Name of Programme in English & original language
3. The aims and objectives of the programme
4. The target group of the programme (Age Group: 15-29) e.g.
   * general youth population;
   * unemployed youth;
   * long-term unemployed &/or inactive youth;
   * NEETs, including early school leavers;
   * low-skilled youth (i.e. ISCED 0-2 & 3c short);
   * young migrants &/or young people with a migrant/ethnic minority background; graduates;
   * young people with illness/disability &/or mental health problems;
   * young people with substance abuse problems;
   * young ex-offenders;
   * lone parents;
   * homeless youth;
   * youth living in rural/remote areas;
   * young people from lower socio-economic background/low household income;
   * other – please specify
5. Whether the scheme can be classified as
   * Facilitating the STW transition, e.g.
     1. Youth Guarantee;
     2. early activation;
     3. personalised job search assistance programmes (e.g. through Public Employment Services/PES;
     4. information, advice & guidance (IAG);
     5. promotion of self-employment &/or youth entrepreneurship, incl start-up support services;
     6. other – please specify
   * Developing relevant labour market skills, e.g.
     1. modernisation of education & training systems, incl vocational education & training (VET);
     2. curricular reforms;
     3. strengthening work-based learning (WBL), esp. in initial VET (IVET) & higher education (HE);
     4. closer cooperation between educational institutions & employers;
     5. pre-vocational &/or pre-apprenticeship training;
     6. apprenticeships;
     7. traineeships/internships/work experience placements;
     8. VET;
     9. mentoring & support to young person throughout placement & beyond;
     10. incentives & support to participating employers throughout placement;
     11. addressing skills mismatches & gaps, e.g. promoting studies in science, technology, engineering and mathematics (STEM);
     12. improving career info advice & guidance, incl vocational guidance;
     13. other – please specify
   * Supporting a first job/work experience, e.g.
     1. subsidised youth employment/work experience programmes through the provision of a wage subsidy or tax break to employers, esp. SMEs;
     2. subsidised youth employment/work experience programmes through the reduction of non-wage costs for young people;
     3. subsidised youth employment/work experience programmes through low interest loans to employers, esp SMEs;
     4. subsidised youth employment/work experience programmes through non-financial support to employers;
     5. direct (public sector) job creation/public works programmes;
     6. promoting intra-EU youth labour mobility;
     7. other – please specify
   * Improving access to the labour market/first job for NEETs, e.g.
     1. outreach activities; rehabilitation programmes;
     2. simplifying & integrating service delivery through focal points/one-stop shops;
     3. intensive & personalised help, incl individualised action planning through dedicated case workers &/or mentors;
     4. mentoring/coaching;
     5. individualised & flexible learning pathways;
     6. targeted wage & recruitment subsidies to employers (i.e. for NEET recruitment);
     7. supporting drop-outs from activation schemes;
     8. multi-agency working;
     9. addressing practical & logistical barriers, e.g. language courses, transport, living &/or childcare subsidies;
     10. other – please specify
   * Preventive measures for early school leaving, e.g.
     1. diagnostic measures;
     2. alternative learning environments &/or innovative teaching pedagogies;
     3. (supplementary) learning support assistance;
     4. financial support mechanisms;
     5. encouraging parental engagement;
     6. information, advice & guidance/IAG & support at key transition points, esp. between lower & upper secondary education;
     7. area based initiatives;
     8. other – please specify
   * Remedial measures for the re-integration of early school leavers, e.g.
     1. tracking or ‘catch-up’ or outreach services;
     2. second chance education programmes;
     3. validation of informal skills/accreditation of prior learning/APEL;
     4. alternative learning environments &/or innovative teaching pedagogies;
     5. more integrated & personalised approach to young person’s complex needs;
     6. pre-vocational &/or pre-apprenticeship training;
     7. greater focus on VET;
     8. financial incentives to encourage return to education;
     9. other – please specify
6. Whether programme is part of
   * An education/training/VET programme, including apprenticeships
   * An employment programme
   * Active Labour Market Policy (ALMP)
   * other – please specify

1. The duration of programme
   * Start Date
   * End Date, if applicable
   * On-going, if applicable
2. Brief description of programme activities, i.e. what interventions it supports
3. The scale of the programme’s coverage/reach:
   * EU/International
   * National
   * Regional
   * Local
   * Sectoral

1. The type of initiative:
   * Public
   * Private
   * Private and public
   * Joint by social partners
   * Third sector
   * Other – please specify
2. Main Responsible Body for this programme:
   * Public Employment Services (PES)
   * Relevant Ministry/Ministries (please specify)
   * Regional/Local Authorities, including Municipalities
   * Educational institutions/Training Providers (e.g. school, college, vocational training centre, university, etc.) (please specify)
   * Employer Associations/Employers
   * Chambers of Commerce/Craft Chambers (please specify)
   * Professional Associations (please specify)
   * Youth Organisations
   * Third Sector Organisations
   * Trade Unions
   * Other - please specify
3. Other key actors involved in the design and delivery of the programme (need to indicate *all* relevant actors)
   * Public Employment Services (PES)
   * Relevant Ministry/Ministries (please specify)
   * Regional/Local Authorities, including Municipalities
   * Educational institutions/Training Providers (e.g. school, college, vocational training centre, university, etc.) (please specify)
   * Employer Associations/Employers
   * Chambers of Commerce/Craft Chambers (please specify)
   * Professional Associations (please specify)
   * Youth Organisations
   * Third Sector Organisations
   * Trade Unions
   * Other – please specify
4. The nature of measure:
   * Tripartite (i.e. state, employers and trade unions)
   * Bipartite (i.e. social partners: employers and trade unions)
   * Unilateral (e.g. employer/company, etc.)
   * Other – please specify

#### Funding

The Database should present information about the sources and levels of funding for each programme under review. Please provide information on how the programme under review is financed and, *where information is available*, its overall budget/level of funding, broken down by sources of funding:

1. Funding sources and levels
   * EU funds (e.g. ESF, ERDF, YEI)
   * National funds
   * Regional/local funds
   * Employer funds
   * Joint funds by social partners
   * Third sector
   * Other – please specify

For each of these types of funds please specify, *where possible*, whether the level of funding is that foreseen/planned in the programme guidance/documentation, or funds already spent and the reference years for which such funding is available.

### QUANTITATIVE DATA FOR PROGRAMME TAKE-UP & IMPACT

A key focus of the database will be, for each programme under review, the collection and collation of available quantitative and evaluation data, especially in relation to take-up and outcomes in terms of positive employment and other outcomes for young people.

In relation to the progression outcomes please specify, where possible, the reference year.

#### Take-up of programme

1. Take-up of Programme
   * Number of beneficiaries *currently* on programme (broken down by gender if info available)\*

\* If programme has ended, please state the total number of beneficiaries who have taken part in it when it was in operation

1. **Progression Outcomes (after programme completion)**
2. Progression outcomes (broken down by gender if info available)
   * No and/or % of beneficiaries continuing in employment immediately upon completion of scheme
   * No and/or % of beneficiaries continuing in employment after 6 or 12 months of completion of scheme
   * No and/or % of beneficiaries with certified qualifications after completion of scheme (if applicable)
   * No and/or % of beneficiaries who continue into further education/training after completion of the scheme (if applicable)
   * No and/or % of beneficiaries who return to unemployment/job search after completion of the scheme
   * No and/or % of beneficiaries who successfully completed the scheme
   * No and/or % of beneficiaries who dropped out / did not complete the scheme Other (please specify)
3. **Quality of employment outcomes**
4. Quality of employment outcomes (broken down by gender if info available)
   * No and/or % of beneficiaries by type of employment contract (after completion of scheme
     1. open-ended/permanent employment contract
     2. fixed-term employment contract
     3. temporary employment contract
     4. other – please specify

The collection and collation of all available quantitative data for each programme under review should provide a basis for an assessment of its effectiveness in facilitating entry into the labour market, in improving the knowledge and skills of young people, providing them with accredited qualifications, etc. (see next Section).

### EFFECTIVENESS OF PROGRAMME

Another key focus of the country-level review of the main programmes in operation in a particular Member State is to provide a robust assessment of their effectiveness especially in relation to employment outcomes. This assessment should be based on robust existing formal and other evaluations (as well as any other relevant assessment reports). This means that the assessment should be based on formal evaluations with clear quantitative outcomes, especially in relation to the programme’s effectiveness in helping young people enter employment. The assessment should not be based only on qualitative information.

Where no such evaluations exist, partners were expected to report the effectiveness and impact as perceived by the main stakeholders. This may also entail interviews (face-to-face or via telephone/Skype) with the most relevant stakeholders in order to elicit their views and assessment of the programme.

Specifically, the database should present a brief assessment of the overall *effectiveness* of a particular programme in terms of:

1. **Effectiveness**
2. Overall evaluation of scheme, i.e. brief assessment of the scheme in meeting its aims and objectives and, where applicable, in helping young participants enter the labour market
3. Main strengths and key success factors of programme
4. Main innovative elements of programme (if applicable)
5. Main weaknesses of programme
6. Main lessons learnt

### ADDITIONAL COMMENTS AND REFERENCES

1. Any additional Comments
2. References and data sources used, including where available, the relevant online links and programme websites.

## Database Programmes by Country

Table 0.1 below presents the country-specific programmes included in the Database (48 programmes in total).

**Table 0.1 Database Programmes by Country**

|  |  |
| --- | --- |
| **Country** | **Database Programmes** |
| **Belgium** | * JEEP   *(Jeunes, Ecole, Emploi… tout un programme)*   * Youth Employment Plan (YEP)   *(Jeugdwerkplan)*   * Preventive measures taken by the VDAB * First Job Agreement   *(Convention de premier emploi - CPE)*   * Individual Vocational Training in Companies/Individual Company-Based Training Contract   *(Formation Professionnelle Individuelle en Enterprise/FPI/FPIE)* |
| **Denmark** | * Bridges to Education   *(Brobygning til ungdomsuddannelse)*   * Service Activation   *(Nytteindsats)*   * Mentor scheme for NEETs   *(Mentorindsatsen til unge uden uddannelse og job)*   * Creation of campus areas as part of the 2014 VET Reform   *(Campusdannelse i forbindelse med 2014-reformen af erhvervsuddannelserne)*   * UPGRADE |
| **France** | * Guarantee for Youth   *(La garantie jeunes - GJ)*   * Jobs for the Future   *(Emplois d'avenir - EA)*   * Intensive Support for Young People   *(Accompagnement intensif des jeunes – AIJ)*   * Priority Youth   *(Priorité jeunesse)*   * National Inter-professional Agreement   *(L’accord national interprofessionnel - ANI)* |
| **Greece** | * *Labour Market Entry Voucher for Young Unemployed aged up to 29*   *(Επιταγή εισόδου στην αγορά εργασίας για νέους έως 29 ετών)*   * Labour Market Entry Voucher for Young Unemployed Aged 18-24   *(Επιταγή εισόδου στην αγορά εργασίας για νέους 18 έως 24 ετών)*   * Mentoring Dual International (MENDI)   *(Εκπαιδευτικό Πρόγραμμα Διττής Εκπαίδευσης)*   * Apprenticeship Programmes run by the Vocational Schools of the Greek Manpower Organisation (EPAS-OAED)   *[Πρόγραμμα Μαθητείας στις Επαγγελματικές Σχολές (ΕΠΑΣ) του ΟΑΕΔ]*   * Apprenticeship Programmes in Public and Private Vocational Training Institutes (IEK)   *(Πρακτική άσκηση ΙΕΚ και άλλων φορέων επαγγελματικής κατάρτισης)*   * Apprenticeship Programme of Merchant Marine Academies *(*   *Πρόγραμμα Πρακτικής Άσκησης Μεταδευτεροβάθμιας Ναυτικής Εκπαίδευσης)*   * Youth Entrepreneurship Programme with an Emphasis on Innovation *(Πρόγραμμα για την επιχειρηματικότητα νέων με έμφαση στην καινοτομία)* * Labour Market Entry (Tourism Sector) Voucher for Young Unemployed aged up to 29   *(Επιταγή εισόδου στην αγορά εργασίας για νέους έως 29 ετών στον κλάδο του τουρισμού)* |
| **Netherlands** | * Youth Unemployment Free Region   *(Jeugdwerkloosheidsvrije Zone - JWL)*   * Work Experience Grant   *(Startersbeurs)*   * Reducing Early School Leaving (ESL)   *(Aanpak voortijdige Schooluitval)*   * Brainport Eindhoven * Apprenticeships/Work-Based Training Route   *(Beroepsbegeleidende Leerweg -BBL)*   * MBO-Agenda Amsterdam |
| **Slovakia** | * Contribution for the Graduate Practice   *(Príspevok na vykonávanie absolventskej praxe)*   * Contribution for Commuting to Work   *(Príspevok na dochádzku za prácou)*   * Career Guidance and Advisory Services for Primary and Secondary School Students   *(Informačné a poradenské služby pri voľbe povolania pre žiakov ZŠ a SŠ)*   * Reform of VET Law and Introduction of Dual Education System Elements (implemented as a part of the national project ‘Development of Secondary Vocational Education’)   *[Reforma Zákona o odbornom vzdelávaní č. 61/2015 a znovu-zavedene prvkov duálneho vzdelávania (implementované v rámci národného projektu ‘Rozvoj stredného odborného vzdelávania’)]*   * Activation Allowance for Minor/Small Community Works in a Municipality or Self-Governing Region   *(Príspevok na aktivačnú činnosť formou menších obecných služieb pre obec alebo formou menších obecných služieb pre samosprávny kraj)*   * Supporting the Equality of Opportunities for Roma generally and Romani Women through Temporary Equalising Measures (TEM)   *(Presadzovanie rovnosti príležitostí pre Rómov a Rómky prostredníctvom dočasných vyrovnávacích opatrení)* |
| **Spain** | * Basic VET   *(Formación Profesional Básica - FPB)*   * Employment and Social Entrepreneurship Launch Pads   *Lanzaderas de Empleo y Emprendimiento Social - LEES)*   * Training or Internship Contracts   *(Contratos de Formación o en Prácticas)*   * Entrepreneur Support Contracts   *(Contrato de Emprendedores - CAE)*   * Internships without a Work Contract / Non-Labour Internships   *(Prácticas No Laborales)* |
| **UK** | * The Youth Contract for 16-17 year olds not in education, employment or training (NEETs) * (Government) Apprenticeship Programme * The Work Programme * The Future Jobs Fund * The Work Experience Programme * The Innovation Fund * The Traineeship Programme * Sector-Based Work Academies (SBWAs) |

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1. Eurofound, (2012). *Effectiveness of Policy Measures to Increase the Employment Participation of Young People*, December, <http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1260en.pdf> [↑](#footnote-ref-1)