



# **Study for the Evaluation of ESF Support to Youth Employment**

Annex 5: Case Study - Poland  
(Contract VC/2018/0715)

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*Social  
Europe*

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Annex 5: Case Study – Poland

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## List of abbreviations and acronyms

ALMP	Active Labour Market Policy
AIR	Annual Implementation Report
CSR	Country-specific recommendations
DG EMPL	Directorate-General Employment, Social Affairs & Inclusion
EC	European Commission
EQ	Evaluation question
ESF	European Social Fund
ESL	Early School Leavers
EU	European Union
EUR	Euro
GDPR	General Data Protection Regulation
ILO	International Labour Organisation
IP	Investment Priority
IPD	Indywidualne Plany Działania (Individual Action Plans)
ISCED	International Standard Classification of Education
LF	Labour Fund
LFS	Labour Force Survey
LMP	Labour market policy
MA	Managing Authority
NEET	Person not in employment, education or training
NGO	Non-governmental organisation
OHP	Ochotnicze Hufce Pracy (Voluntary Labour Corps)
OP	Operational Programme
PAX	Priority Axis
PES	Public employment service
pp	Percentage point
PSZ	Publiczne Służby Zatrudnienia (Public Employment Service)
PUP	Powiatowy Urząd Pracy(Local Labour Office)
TO	Thematic Objective
WUP	Wojewódzki Urząd Pracy(Regional Labour Office)
YE	Youth Employment
YEI	Youth Employment Initiative

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## 1 Background and Context

### 1.1 Labour market context

In 2018, less than one in ten (8.7%) young people aged 15 to 24 in Poland were not in employment, education or training (NEET). This represents an improvement since the beginning of the programming period in 2014 when the rate was much higher (12.0%). It is also below the average rate at EU level (10.5%, see Table 1). The proportion of active young people of the same age that were unemployed stood at 11.7%, noticeably lower than that observed across the EU (15.2%) and half the rate recorded in 2014 (23.2%). There were also positive developments for those aged 25 to 29 for whom the rate for NEETs dropped from 21.2% to 17.2% and those unemployed from 11.8% to 5.0%. The rate of 17.2% for this age-group is similar to that of the EU (17.1%) but the unemployment rate is considerably lower (9.2%). Data by gender indicate that between 2014 and 2018 results have not been as favourable for women as for men for both age groups (15 to 24 and 25 to 29). It is noticeable that the NEET rate for women aged 25-29 was in 2018 more than three times higher than that of men of the same age (26.0% vs. 8.8%). As the difference in unemployment rates between the two genders is only about 1 percentage point (4.6% for men and 5.5% for women), the difference in NEET rates is caused by the higher number of inactive women. Since 2014 there has been a slight decrease in the rate of early school leavers<sup>1</sup> from 5.4% to 4.8%. It is now six percentage points lower than the EU level (10.6%).

The Operational Programme (OP) covered by the case study (Operational Programme Knowledge Education) is implemented at national level and covers both developed and less developed regions. In 2014, there were important variations between these two types of regions, both in terms of NEET rates (8.9% for more developed vs. 12.5% for less developed) and unemployment rates (17.7% for more developed vs. 25.0% for less developed). Nevertheless, by 2018 the gap closed with only NEET rates in less developed regions being slightly above the rates in more developed regions (8.9% vs. 7.2% respectively). Early school leaving rates were similar between these two types of regions and well below the EU level.

Table 1. Key figures on the labour market situation of young people

	NEET rate (% of total pop.)		Unemployment rate (% of labour force)		Early school leaving rate (18-24)		
	2014	2018	2014	2018	2014	2018	
EU28							
15-24	12.5	10.5	22.2	15.2	11.2	10.6	
25-29	20.4	17.1	13.6	9.2			
National level							
Total	15-24	12.0	8.7	23.9	11.7	5.4	4.8
	25-29	21.2	17.2	11.8	5.0		
Men	15-24	12.0	7.3	22.7	11.5	7.3	5.8
	25-29	14.8	8.8	11.0	4.6		
Women	15-24	12.0	10.1	25.5	12.1	3.3	3.7
	25-29	28.1	26.0	12.8	5.5		
Regional level (15-24)							
More developed	8.9	7.2	17.7	11.8	4.7	4.2	
Less developed	12.5	8.9	25.0	11.7	5.5	4.8	

Source: Eurostat, Labour Force Survey (EU-LFS, yth\_empl\_150, edat\_lfse\_22, yth\_empl\_110, edat\_lfse\_16), data extracted on 26.06.1919.

<sup>1</sup> The early school leaving rate refers to the proportion of people aged 18 to 24 who have attained at most lower secondary education and who are not currently (within the last four weeks) participating in any further education or training: [https://ec.europa.eu/eurostat/cache/metadata/en/edat1\\_esms.htm](https://ec.europa.eu/eurostat/cache/metadata/en/edat1_esms.htm)

## **1.2 National ALMP targeting young people**

In Poland, the Ministry of Family, Labour and Social Policy has the overall responsibility for youth employment policies and coordinates the national Youth Guarantee scheme. The Ministry cooperates closely with the Ministry of Development in relation to activities funded by the ESF. The main implementer of active labour market policies (ALMP) is the Public Employment Services (Publiczne Służby Zatrudnienia - PSZ) which operates both at local and national level.

During the programming period, young people residing in Poland could benefit from 31 active labour market policy (ALMP) operations funded only by national funds but were identified as a specific target group in five operations providing employment incentives<sup>2</sup> all of which are open to people aged up to 29. Three of the operations offer subsidies to employers to cover (fully or partly) the costs of salaries and/or social contributions for up to a year when taking on young unemployed persons. In all three cases, the employer is obliged to maintain the position for a further six months after the end of the subsidy period. The other two operations are in essence mobility operations giving unemployed incentives to take employment outside the region of residence.

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<sup>2</sup> Based on information from the LMP database:  
<https://ec.europa.eu/social/main.jsp?catId=1143&intPageId=3227&langId=en>

## 2 The ESF / YEI in Poland

### 2.1 Role of the ESF / YEI

Table 2. Distribution of expenditure on young people (<25) participating in active labour market operations by source of funding and type of intervention, Poland, 2014-17

Type of intervention	Distribution of expenditure			
	Nationally funded interventions		ESF (co)funded interventions	
	Million	%	Million	%
Institutional training	0.3	0.3%	49.4	5.2%
Traineeships	0.0	0.0%	1.7	0.2%
Apprenticeships	2.2	2.7%	0.0	0.0%
Employment incentives	50.1	60.7%	683.2	71.3%
Sheltered/supported employment	28.7	34.9%	42.4	4.4%
Direct job creation	1.1	1.3%	25.3	2.6%
Start-up incentives	0.0	0.0%	155.7	16.3%
Total	82.4	100%	957.7	100%

Source: LMP database, data extracted on 03.07.19.

Note: Data cover interventions in LMP categories 2-7 only. Expenditure on young people is estimated for each intervention as total expenditure times the proportion of young people (<25) amongst total participants (using the observation of average annual stock where available and otherwise entrants by age). Interventions with missing data on either expenditure or participants are excluded from the analysis. The source of funding for each intervention is based on responses to item 12 of the LMP questionnaire.

#### 2.1.1 CSRs addressed by the ESF

Table 3. Prevalence of recommendations linked to Investment Priority 8.ii Sustainable integration into the labour market

Country (and number of CSR over 2014-2019)	Type of CSR
Poland	Strengthen efforts to reduce youth unemployment, notably by further improving the relevance of education to labour market needs, increasing the availability of apprenticeships and work-based learning places and by strengthening outreach to unregistered youth and the cooperation between schools and employers, in line with the objectives of a youth guarantee (2014).

## 2.2 Programme architecture and monitoring system

### 2.2.1 Programme architecture

Table 4. Programme architecture

Programme architecture			Main Actions/Interventions
OP	Action-level		
	PAx	ESF/YEI	
ESF/YEI OP Knowledge Education	1	ESF	<ul style="list-style-type: none"> <li>Increasing employment opportunities for young people up to 29 years old, including in particular those out of work who do not participate in education and training (NEETs)</li> <li>Acquisition and improvement of social skills important in the labour market for young people up to 29 years of age</li> </ul> Operation 1.1: Support for young people who are unemployed in the regional labour market - non-competitive projects. Sub-operation 1.1.1 - support under ESF. Operation 1.2: Support for young people who are unemployed in the regional labour market - non-competitive projects; Sub-operation 1.2.1 - support under ESF

Programme architecture			Main Actions/Interventions
OP	Action-level		
	PAX	ESF/ YEI	
			<p>Operation 1.3, Sub-Operation 1.3.1: Support to the most disadvantaged (under ESF)</p> <p>Operation 1.4: Solidarity youth in action. Support of social skills of young people increasing their chances on the labour market thanks to developing a 'pro-social' attitude</p> <p>Main actions:</p> <ul style="list-style-type: none"> <li>• Identifying the needs of young people and diagnosing opportunities for professional development</li> <li>• Comprehensive and individual job placement</li> <li>• Acquiring, raising or adjusting competencies and qualifications</li> <li>• Acquiring or supplementing professional experience and practical skills</li> <li>• Supporting employment of young people, e.g. through subsidised employment</li> <li>• Support for cross-sectoral mobility</li> <li>• Support for geographical mobility</li> <li>• Eliminating barriers faced by young people with disabilities in the labour market</li> <li>• Support for young people in starting and running their own businesses</li> </ul> <p>The implementation of support under Priority Axis 1 follows four different schemes and is partly targeted at different target groups. Thus, all projects are directed at young people aged between 18 to 24, including people with disabilities, NEETs, and in addition:</p> <ul style="list-style-type: none"> <li>• Non-competition local labour offices (PUP) projects - they are also addressed to people aged 25 to 29 registered in the PUP as unemployed</li> <li>• Competition projects selected by the regional labour offices (WUP) - are also addressed to persons aged 15 to 17 or 25 to 29, in particular those not registered in labour offices</li> <li>• Non-competition OHP projects - are also addressed to persons 15 to 17, in particular those not registered in labour offices</li> <li>• Competition projects<sup>3</sup> selected by the Ministry of Labour - are also addressed to people aged 15 to 17 or 25 to 29, specifically those not registered in labour offices and in particularly difficult situations</li> </ul>
ESF/YEI OP Knowledge Education	1	YEI	<ul style="list-style-type: none"> <li>• Increasing employment opportunities for young people up to 29 years old, including in particular those without work who do not participate in education and training (NEETs).</li> <li>• Acquiring and improving by young people up to 29 years old social skills important in the labour market.</li> </ul> <p>Operation 1.1: Support for young people who are unemployed in the regional labour market - non-competitive projects. Sub-operation 1.1.1 - support under YEI.</p> <p>Operation 1.2: Support for young people who are unemployed in the regional labour market - non-competitive projects; Sub-operation 1.2.1 - support under YEI</p> <p>Operation 1.3, Sub-Operation 1.3.2: support to the most disadvantaged (under YEI)</p> <p>Main actions:</p> <ul style="list-style-type: none"> <li>• Identifying the needs of young people and diagnosing opportunities for professional development</li> <li>• Comprehensive and individual job placement</li> <li>• Acquiring, raising or adjusting competencies and qualifications</li> </ul>

<sup>3</sup> Competition projects means that projects are selected in announced competitions; non-competition projects means that the institution implementing the project is defined in the OP

Programme architecture			Main Actions/Interventions
OP	Action-level		
	PAx	ESF/ YEI	
			<ul style="list-style-type: none"> <li>• Acquiring or supplementing professional experience and practical skills</li> <li>• Supporting employment of young people, e.g. through subsidised employment</li> <li>• Support for cross-sectoral mobility</li> <li>• Support for geographical mobility</li> <li>• Eliminating barriers faced by young people with disabilities in the labour market</li> <li>• Support for young people in starting and running their own businesses</li> </ul> <p>The implementation of support under Priority Axis 1 follows four different schemes and is partly targeted at different target groups. Thus, all projects are directed at young people aged 18 to 24, including people with disabilities, NEETs, and in addition:</p> <ul style="list-style-type: none"> <li>• non-competitive local labour offices (PUP) projects - they are also addressed to people aged 25 to 29 registered in the PUP as unemployed</li> <li>• competition projects selected by the regional labour offices (WUP) - are also addressed to persons aged 15 to 17 or 25 to 29, in particular those not registered in labour offices</li> <li>• non-competition OHP projects - are also addressed to persons 15 to 17, in particular those not registered in labour offices</li> <li>• competition projects selected by the Ministry of Labour - are also addressed to people aged 15 to 17 or 25 to 29, specifically those not registered in labour offices and in particularly difficult situations</li> </ul>
ESF/YEI OP Knowledge Education	4	ESF	<ul style="list-style-type: none"> <li>• Operation 4.1: Social innovation</li> <li>• Operation 4.2: Transnational mobility programmes</li> <li>• Operation 4.3: Transnational co-operation</li> </ul>

Table 5. Main actors in YE activities in Poland

YEI Managing Authorities		Youth Guarantee Impl. Authority		PES	OHP
Name	Type	Name	Type		
Ministry of Regional Development	Ministry of Regional Development	The Ministry of Family, Labour and Social Policy has overall responsibility for the scheme and cooperates with the Ministry of Development in relation to activities funded by the ESF	Ministry of Labour/Social Policy	Publiczne Stuzby Zatrudnienia (PSZ)	Voluntary Labour Corps (OHP)

Sources: Task 1/SFC2014, ESF website, other documents

### 2.2.2 Operational Programme monitoring system

The implementation of Operational Programmes and projects co-financed from all EU Structural Funds 2014-2020 is supported by the Central IT System (SL2014). The system contains information about programmes, project life cycle and certification process. It enables access to information about implemented projects, submitting applications for electronic payment and communication with the institution providing support.

The Central IT System is used to:

- support projects from the moment of signing the contract for co-financing under:

- National Operational Programmes,
- European Territorial Cooperation,
- Regional Operational Programmes;
- collecting data on the implementation of Operational Programmes;
- checking if the expenditure incurred by the beneficiaries is correct and complies with national and EU law (expenditure certification process);
- collecting and sending data on financial schedules, their verification including approval, correction and withdrawal;
- collecting and sending data on public procurement;
- collecting and sending data on persons employed to implement projects;
- collecting, sending and updating data on project participants.

Signing the contract obliges the beneficiaries to use SL2014 in the process of settling the implemented project. The whole process of communication with the institution and the submission of documents takes place in electronic form through SL2014. They use it to complete and submit payment applications, correspond with the institution responsible for their verification and provide other information or documents necessary for the settlement of the project, e.g. payment schedule. The SL2014 is also the main source of information about target groups. (Detailed data collected by SL2014 on participants is included in the Annex, Table 19).

There is one monitoring system for all Priority Axis, only the YEI has additional indicators. This means that under Priority Axis 1 there is double monitoring of the ESF and the YEI.

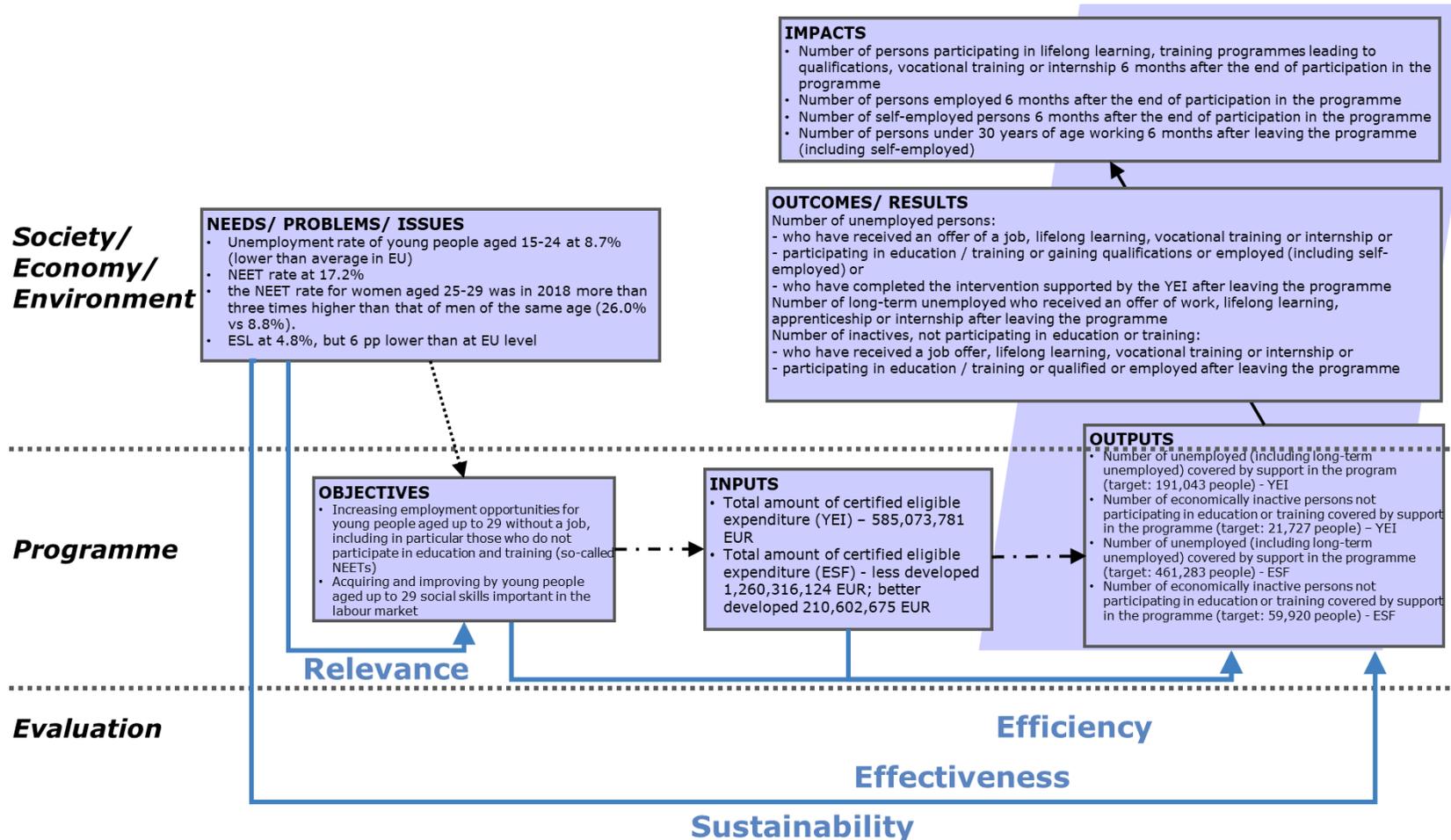
Data from SL2014 can be obtained, however, this requires time. Ordering a report with specific data from SL2014 takes about two months.<sup>4</sup>

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<sup>4</sup> Sources: Interviews with Managing Authorities, other documentation

### 2.3 Intervention logic<sup>5</sup>

Figure 1. Logic of intervention for youth employment measures in the Operational Programme Knowledge Education



<sup>5</sup> Sources: Chapter 1, chapter 2 and interview

### 3 Scale of ESF / YEI investment

Table 6. Allocations to Youth Employment ESF + YEI – including Operational Programme amendments until 2018

OP	ESF <sup>6</sup>		YEI <sup>7</sup>		Total		Share of total funding allocated to IP 8.ii of TO 8 in %
	EU amount EUR M	Total EUR M	EU amount EUR M	Total EUR M	EU amount EUR M	Total EUR M	
ESF/YEI OP Knowledge Education	1 256.0	1 488.2	537.6	585.1	1 793.7	2 073.3	86%
<b>Grand total</b>	1 256.0	1 488.2	537.6	585.1	1 793.7	2 073.3	86%

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 7. Changes to Youth Employment allocations in Operational Programme since start programming

OP	ESF <sup>8</sup>		YEI <sup>9</sup>		Total	
	EU amount EUR M	EU amount EUR M	Total EUR M	EU amount in Mio. EUR	Total EUR M	EU amount EUR M
ESF/YEI OP Knowledge Education	-15.6	-18.1	32.8	35.7	17.2	17.6

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 8. Overview of the financial progress - ESF / YEI

OP / IP 8.ii	Allocated budget to YE EUR M	Eligible costs reported EUR M	Project selection rate IP 8.ii (%) 2018	Project selection rate TO8 (%) 2018	Expenditure declared EUR M	Expenditure declared IP 8.ii (%) 2018	Expenditure declared TO8 (%) 2018
<b>ESF</b>							
ESF/YEI OP Knowledge Education	1 488.2	765.3	51%	49%	373.9	25%	22%
<b>YEI</b>							
ESF/YEI OP Knowledge Education	585.1	596.1	102%	536.4	92%	585.1	596.1

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

<sup>6</sup> Excludes ESF allocations to YEI

<sup>7</sup> Includes ESF allocations to YEI

<sup>8</sup> Excludes ESF allocations to YEI

<sup>9</sup> Includes ESF allocations to YEI

Table 9. Financial progress

OP / IP 8.ii	Project selection rate (%)				% expenditure declared			
	2015	2016	2017	2018	2015	2016	2017	2018
ESF – IP 8.ii								
ESF/YEI OP Knowledge Education	6%	17%	28%	51%	2%	8%	16%	25%
YEI– IP 8.ii								
ESF/YEI OP Knowledge Education	27%	59%	101%	102%	7%	39%	70%	92%
ESF EU28 IP 8.ii				77%				36%
YEI EU28 IP 8.ii				98%				49%

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

## 4 Effectiveness

EQ 1 – How effective is the YEI, and other ESF-funded youth employment operations, in achieving their objectives?

### 4.1 Data based on the Annual Implementation Report 2018

This sub-section provides basic data from the Annual Implementation Report (AIR) 2018 relevant to effectiveness.

#### 4.1.1 Outputs

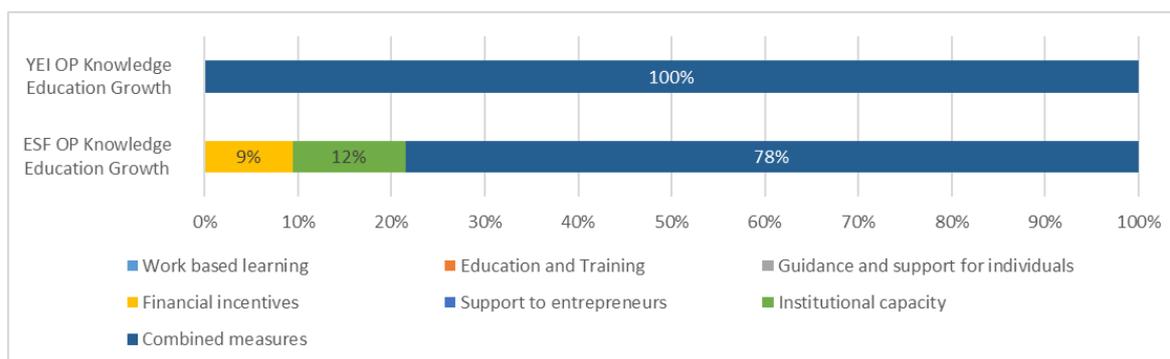
Table 10. Number of participations under Investment Priority 8.ii (ESF and YEI)

OP / IP 8.ii	ESF <sup>10</sup>			YEI <sup>11</sup>			Total number of participations	Share of total number of IP 8.ii participation of TO8 (%)
	Total number of participations	Share of women (%)	Share of participations <25 years (%)	Total number of participations	Share of women (%)	Share of participations <25 years (%)		
ESF/YEI OP Knowledge Education	190 948	56%	61%	266 308	56%	61%	457 256	97%
Grand total	190 948	56%	61%	266 308	56%	61%	457 256	97%

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

#### 4.1.1.1 Type of operations

Figure 2. Share of eligible costs by type of intervention, 2015-2018



Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Support implemented under Priority Axis 1 means that within four months of registering at the employment office (in the case of people aged 15 to 24) or from submitting to the project (in the case of people aged 25 to 29) each participant should receive either a high quality offer of employment or further training or apprenticeship or internship. As part of the support, the programme participant may use at least three types of individual assistance, the first two have been indicated as compulsory and the third and subsequent as optional. The three types will be selected depending on the needs of the individual from the following:

- Labour market instruments and services for individualisation of support and assistance in determining the professional path:
  - Identification of individual needs, profiling (depending on the situation on the labour market) - obligatory
  - Career counselling (including career planning, development, raising and supplementing professional qualifications) or job placement (including

<sup>10</sup> Excludes ESF allocations to YEI

<sup>11</sup> Includes ESF allocations to YEI

- choosing a profession in accordance with qualifications and competencies) - obligatory
- Labour market instruments and services targeted at people who leave the education system early or people who need to supplement or acquire new skills and competencies:
    - Continuing education (for people who need to complete formal education or confirm qualifications through appropriate examinations)
    - Training or other forms of skills acquisition, to increase or adjust competencies and qualifications to the requirements of employers
  - Labour market instruments and services for gaining the professional experience required by employers:
    - Internships and apprenticeships or other forms to acquire or supplement professional experience and practical skills
    - Subsidised employment or reimbursement of equipment / retrofitting of the position work combined with subsidised employment
  - Labour market instruments and services aimed at increasing cross-sectoral and geographical mobility:
    - Facilitating the change of sector/profession by improving or supplementing competencies or qualifications, through e.g. apprenticeships, internships and training
    - Support of geographical mobility by covering travel costs to work and providing funds for settlement
  - Labour market instruments and services targeted at disabled people:
    - Eliminating barriers encountered by the disabled in gaining and maintaining employment, among others by financing the disabled person's assistant
    - Equipping the workplace according to the needs of the people with disabilities
  - Labour market instruments and services for the development of entrepreneurship and self-employment:
    - Grants for setting up an enterprise as well as consultancy and training in conducting business to help young people set up and run their own business.

#### 4.1.2 Results

Table 11. Overview results – Investment Priority 8.ii – YEI (1)

	Unemployed participants			Long-term unemployed participants		
	who completed the YEI-supported intervention	who received an offer of employment, continued education, apprenticeship or traineeship upon leaving	in education / training, gain a qualification, or in employment, including self-employment, upon leaving	who completed the YEI-supported intervention	who received an offer of employment, continued education, apprenticeship or traineeship upon leaving	in education / training, gain a qualification, or are in employment, including self-employment, upon leaving
ESF/YEI OP Knowledge Education	199 916	144 491	182 574	79 577	59 174	69 436
<b>Grand total</b>	<b>199 916</b>	<b>144 491</b>	<b>182 574</b>	<b>79 577</b>	<b>59 174</b>	<b>69 436</b>

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 12. Overview results – Investment Priority 8.ii – YEI (2)

	Inactive participants			All participants, six months after leaving		
	who completed the YEI-supported intervention	who received an offer of employment, continued education, apprenticeship or traineeship upon leaving	in education / training, gain a qualification, or are in employment, including self-employment, upon leaving	in continued education, training leading to a qualification, apprenticeship or a traineeship	in employment	in self-employment
ESF/YEI OP Knowledge Education	20 580	20 271	21 172	61 799	171 909	53 360
<b>Grand total</b>	<b>20 580</b>	<b>20 271</b>	<b>21 172</b>	<b>61 799</b>	<b>171 909</b>	<b>53 360</b>

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

#### 4.1.3 Target achievement

Table 13. Overview of number of indicators with targets under Investment Priority 8.ii

	Total number of indicators	Number of indicators with a target
Output indicators – ESF	2 140	574
Output indicators – YEI	21	5
<b>Total output</b>	<b>2 161</b>	<b>579</b>
Result indicators – ESF	1 137	521
Result indicators – YEI	21	12
<b>Total result</b>	<b>1 158</b>	<b>533</b>

Table 14. Average achievement rate of targets by Operational Programme

	Average achievement rate under IP 8.ii (%)				Benchmark (%)	
	ESF		YEI		T08 Achievement rate	EU28 IP 8.ii
	Total	Women	Total	Women	Total	Total
<b>Participations</b>						
ESF/YEI OP Knowledge Education	18%	32%	125%	131%	13%	67%
<b>Results</b>						
ESF/YEI OP Knowledge Education	37%	2%	99%	94%	16%	59%
Empty fields mean that no targets have been defined by Operational Programme in that Member State for youth employment						

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

## 4.2 Answers to the Evaluation Questions

### 4.2.1 EQ 1.1 – To what extent have the financial implementation and the achievement of the expected outputs progressed according to the targets set in the programmes? What were the main factors involved (delays in implementation, ESF absorption...)?

In terms of the YEI, all the objectives have already been achieved. However, currently an additional allocation has been granted to the Podkarpackie Voivodeship where the youth unemployment rate is above 25%. The spending of allocation under Priority Axis 1 is much slower in the case of ESF than in the case of the YEI. Nevertheless, it should

be noted that the YEI funds ended in 2018 and therefore were used first. ESF resources will be used until the end of the current financial period. Generally, expenditure under Priority Axis 1 is the highest overall in the Operational Programme.

**4.2.2 EQ 1.2 – How and to what extent does YEI contribute to the achievement of the general objective of sustainable integration (also after the end of the operation) of young people into the labour market and to the specific objectives under ESF? How did it contribute to addressing the problems faced by NEETs?**

According to the data from the evaluation research,<sup>12</sup> most participants of projects, completed in 2016-2017 and in the first quarter of 2018, were working (79%). This indicator was slightly lower among people in a difficult social situation and amounted to 77%. In addition, every fifth person studied at school or university (20%), and 13% of respondents combined study and work. 11% of project participants ran a business. 84% of all participants were studying or working as of July 2018.

Among those who completed the project between July 2016 and June 2017, the percentage of working people increased (both among the general population and people in difficult social situations). At the same time, the percentage of people running their own business dropped slightly and the percentage of people undergoing education dropped (by a few percentage points). This change may result from the fact that some people could have successfully completed their education at that time. The results suggest that project participants do not usually return to the NEET group. In addition, the percentage of participants who were not in employment or in education dropped from 23% to 12%.

**4.2.3 EQ 1.3 – To what extent were the target groups reached by the operations, including disadvantaged persons, those from marginalised communities and those leaving education without qualifications? To what extent was gender balance<sup>13</sup> achieved?**

The method of recruiting participants for projects was a key element determining the structure of young people benefiting from support in the programme. As a consequence, it had a significant impact on the extent to which the support implemented under YEI / ESF was directed at people in the most difficult situations of the labour market. At the same time, recruitment for projects varied considerably depending on the type of the institution conducting it.

Recruitment in the case of labour offices' projects does not imply the participation in the OP Knowledge Education Development project, but participating in a specific, established form of support. At the stage of application, labour offices assumed a preliminary division of funds among individual forms of support and also among the number of given forms of support to be implemented. Funds are shifted to a limited extent between individual forms of support. Labour offices' activities are carried out on a very large scale through existing structures throughout the country, they also have the highest employment rate. However, when the key criterion is the order of applications, rather more motivated and resourceful people will apply. For example, in the case of internships the condition is to find an employer who will take part in the internship. For some, this is sometimes either an insurmountable barrier or it will take them so much time that all the funds will already be distributed. Labour offices' recruitments are often conducted until the funds for the implementation of a given form of support are exhausted. When the recruitment is carried out at the beginning

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<sup>12</sup> Study on the effects of support for young people within the Knowledge Education Development – Second Thematic Report (2018)

<sup>13</sup> Under gender balance, we understand not only parity (50/50) but evidence of the extent to which the different needs of men and women in accessing labour market are taken to account in the programmes. Please distinguish between specific interventions for women and gender mainstreaming. Please also mention, if possible, which political goal is being pursued in relation to gender (glass ceiling, horizontal segregation, integration of migrant women with a migration background, etc.).

of the year, there is enough money only for the first two months. Since people are to be supported within the first four months of registration, funds are simply not available for those who register in the second half of the year. In the case of grants for e.g. start-up business, there were situations where people registered as unemployed only to obtain a grant. As a result, subsidies often do not go to 'typical' unemployed people who require activation, but rather are part of the policy of supporting entrepreneurship in the form of granting non-repayable subsidies for 'starting up business.

In contrast to labour offices, in the case of the Voluntary Labour Corps and competition projects, recruitment is first carried out for participation in the Operational Programme Knowledge Education Development project, and only then individual forms of support are allocated.

The target group of the Voluntary Labour Corps are young people, including the disabled, aged 15 to 24, NEETs, including persons not registered in labour offices, in particularly difficult situations. Among the additional criteria, priority is given to, inter alia, people who do not have professional qualifications or have qualifications not adapted to the needs of the labour market, disabled people, people in particularly difficult social situations (e.g. from families where nobody works, families in receipt of social assistance, single parents etc.), people from rural areas and women. In the case of projects addressed to early school leavers (ESLs), the criteria were, among others, a minimum percentage of school absence and an average of low grades attained.

In the case of competition projects, the specific target group varies from project to project, but a compulsory percentage of people in difficult situations has always been assumed.

#### **4.2.4 EQ 1.4 – What was the quality and timeliness of the offers received by the participants?**

Projects implemented by the Voluntary Labour Corps and competition projects are more comprehensive than labour offices' projects. Most participants receive support in the form of training and internships, while labour offices usually offer only one optional form of support. This is due to the way labour offices are evaluated, which rewards employment efficiency calculated separately for each form of support.

Training and internships are available in the projects of all institutions. Employment offices offer other optional forms of support that are rarely available or not available by the Voluntary Labour Corps and competition projects: start-up grants, settlement vouchers, training vouchers and internship vouchers. At the same time, the Voluntary Labour Corps and competition projects often offer support including combined psychological, educational and vocational counselling while labour offices offer vocational training and counselling mostly as separate operations.

Forms of support differ in the number of formalities required of officials, participants and employers - and this is, next to the effectiveness of a given form of support, an important criterion for their use under Operational Programme Knowledge Education Development funds.

Labour offices' support is unevenly distributed throughout the year - the type of support depends on the date of joining the project. Participants in the later months of the year receive shorter or no support and wait for the next year to be released. The seasonality of support is probably due to the flow and availability of funds and the method of accounting for projects by labour offices - Operational Programme Knowledge Education Development support is often implemented on an annual basis, which means that funds from this source must be settled by the end of the year.

#### **4.2.5 EQ1.5 – Which types of interventions were the most effective and most sustainable, for which groups and in which contexts (e.g. more developed, less developed and transition regions; urban and rural areas etcetera)?**

In 2018<sup>14</sup> the percentage of programme participants (in general) using individual forms of support is as follows: job placement 76%, internship / apprenticeship 69%, consulting / counselling 52%, training 19%, grants for start-up business 12%, psychological counselling 6%, settlement voucher 6%, other counselling 5%, scholarship 3%, educational/vocational counselling 2%, intervention works 2%, training voucher 2%, equipping the workplace 2%, internship voucher 1%, others 16%.

In projects implemented by labour offices, the less educated people more often than others took part in trainings or courses and used training vouchers. At the same time, people with higher education were over-represented among beneficiaries of grants to start-up a business and a settlement voucher.

For people that participate in the Voluntary Labour Corps' projects, the key factor differentiating who uses individual forms of support is age. Some forms of support are offered only to adults. These include all forms directly targeted at finding a job, such as job placement, internship and apprenticeship, or workplace equipment.

Regarding competition projects, the structure of education of people using individual forms of support was in most cases similar to the structure of education of all project participants. However, it should be noted that, as in the case of labour offices, training vouchers were more often used by people with lower secondary education. In contrast, people with higher education more often benefited from reimbursement of travel expenses to work or accommodation in a new place, which is probably due to the greater mobility of university graduates.

The report from the evaluation study carried out in 2018<sup>15</sup> presents the results of the long-term indicator values based on the CATI survey data and data from the Social Insurance Institution. The study covered the following long-term indicators:

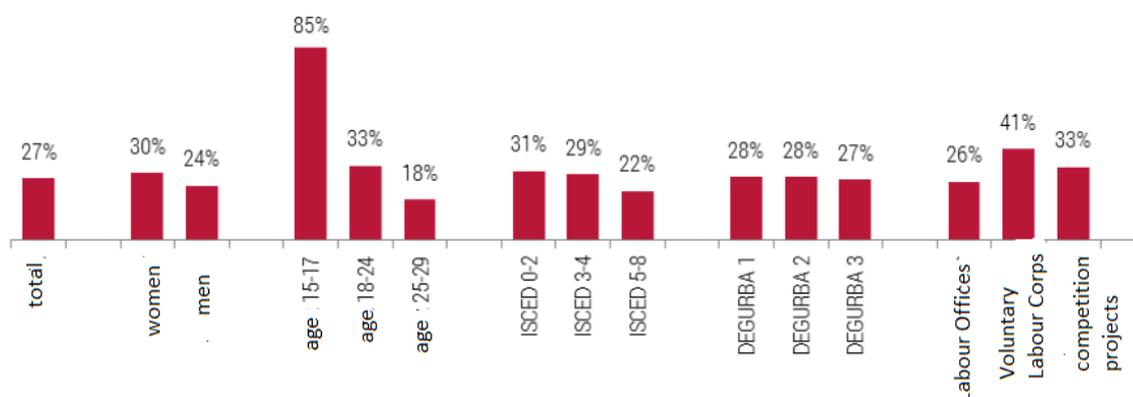
1. Number of people participating in lifelong learning, training programmes to obtain qualifications, vocational training or internship six months after leaving the programme - value achieved 27.4%, target value 44% (based on CATI survey).
2. Number of persons employed six months after leaving the programme - value achieved 62.7%, target value 58% (based on Social Insurance Institution data).
3. Number of self-employed persons six months after leaving the programme - value achieved 12.9%, target value 23% (based on Social Insurance Institution data).
4. Number of disadvantaged persons employed, including self-employed, six months after leaving the programme - value achieved 61.1%, target value 73% (based on Social Insurance Institution data).

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<sup>14</sup> Examination of support effects implemented for young people under the OP Knowledge Education development - 3rd indicator report, Instytut Badań Strukturalnych, March 2018

<sup>15</sup> Idem

Figure 3. Persons studying six months after leaving the programme

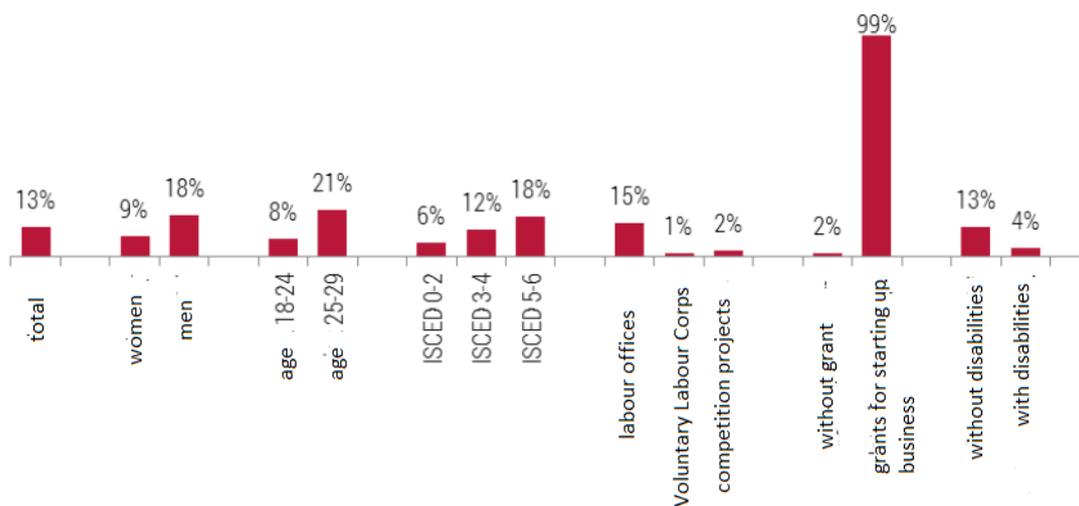


When it comes to choosing forms of employment, the percentage distribution is as follows: 51% higher education, 23% school education, 10% vocational qualification courses, 7% vocational training, 7% internship.

Figure 4. People working six months after the end of the programme



Figure 5. Self-employed persons six months after the end of the programme



The percentage of people from a disadvantaged social situation working six months after termination of participation in support was 61.1%. This means that it was lower than the corresponding indicator for the entire population (YEI-2) by only 1.6 percentage point.

The category of disadvantaged people is very broad. It classifies 57% of people participating in some form of support: people in households without employees (14%), people in households consisting of one adult and dependent children (5%), homeless people and those excluded from access to dwellings (0.3%), migrants and representatives of national minorities (0.3%), people with disabilities (4%), people in another disadvantaged social situation (46%).

Among the categories of difficult social situations, people who were assigned "another unfavourable social situation" fared best. Among these people, the percentage of employees working six months after termination of participation in the support was 63%. For the other categories of difficult social situation, the percentage of people who achieved employment success was significantly lower – between 45% and 56%.

#### **4.2.6 EQ 1.6 – What main factors (geographical, socioeconomic, organizational...) had a bigger impact in the effectiveness of ESF and YEI operations in the field of youth employment, by type of operation?**

The significant improvement of the situation on the labour market, and thus increase in problems with recruitment, meant that the target group of projects increasingly includes 'difficult clients', long-term unemployed, people without professional experience and professional qualifications and low motivation. Although the drop in unemployment hinders the implementation of projects, participants can find a job easier without participating in an activation programme. However, in solving recruitment problems it is very important that both labour offices located throughout the country and the Voluntary Labour Corps with their network of regional and local institutions (working on site) are cooperating with local institutions (schools, work centres, clinics and others). Supplementing this group of projects with competition projects allowed to broaden the target group by people who could not be supported by labour offices or the Voluntary Labour Corps due to the specific nature of their target groups. These are, for example, such projects as those addressed to persons leaving foster care or young homeless people.

The issue of the long public procurement procedure is undoubtedly connected with the generally too long project implementation period and frequent resignations of the participants. This applies especially to the Voluntary Labour Corps' projects. This problem is partly solved by providing support to participants as part of the Voluntary Labour Corps' everyday activities, except for Operational Programme Knowledge Education Development projects.

The most common reason for the low interest of the target groups in participating in activation were – according to labour offices project coordinators – also a low-level scholarship, a general lack of motivation and possibility of finding a better paid job. Undoubtedly, especially in the case of internships, the current amount of the scholarship offered of about PLN 1,000 (about EUR 250) is difficult to accept, especially for people who have to support themselves away from home. An additional problem is their inability to undertake legally part-time work during this period, e.g. weekend work, which would allow them to obtain additional funds. This may cause situations in which young people must resign from participation in the internship, which in the long run often offers the opportunities to obtain good-quality employment, in favour of better paid odd jobs.

Target groups in the Voluntary Labour Corps and competition projects are groups that are much more difficult to reach and work with than e.g. in labour offices projects. Therefore, the measurement of, for example, employment efficiency should be

supplemented with such characteristics as disability, origin, economic status, place of residence, etc. to assess actual results. (see also 5.2.1 and 5.2.2)

**4.2.7 EQ 1.7 – To what extent YEI and ESF contributed to structural changes in national education systems, vocational training systems, public employment systems or youth policies?**

The Act on Employment Promotion and Labour Market Institutions limits the support from labour offices. However, project experience introduced some changes in determining statutory forms of support. As result of the experience gained by running the projects a number of changes were introduced to the Act aiming to improve the support offered by labour market institutions. These changes relate primarily to the abolition of the obligation to determine the profile of assistance for each unemployed person. Consequently, labour offices have much more freedom when choosing a form of assistance offered to the unemployed, based on a more personalised support and not following predefined profiles. The Act entered into force on 14 June 2019, and the changes apply to the unemployed overall, not just young people. Unfortunately, it was limited to these changes only, without introducing a broader reform (based also on the implementation of the ESF programmes) in the area of labour market institutions, as the original project assumed.

Other important aspect is the change in the calculation of employment efficiency, i.e. employment efficiency includes only employment contracts and self-employment. This is due to preventing employment on fixed-term contracts that do not provide full benefits and employee protection (known as civil-law contracts, common among young people in Poland). Unfortunately, Poland is still second in the EU in temporary employment of people aged between 15-24.<sup>16</sup>

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<sup>16</sup> Source: Data from this chapter, interviews and focus group

## 5 Efficiency

EQ 2– How efficient has the YEI, and other youth-employment operations funded by the ESF, been in the achievement of their objectives?

### 5.1 Data based on the AIR 2018

This sub-section provides basic data from the AIR 2018 relevant to efficiency.

#### 5.1.1 Cost per output / result

Table 15. Eligible expenditures declared to EC per participation

OP	ESF			YEI		
	Total participation 8ii	Expenditure declared 8ii EUR	Overall unit cost 8ii EUR	Total participation	Expenditure declared EUR	Overall unit cost EUR
ESF/YEI OP Knowledge Education	190 948	373 881 856	1 958	266 308	536 393 346	2 014
<b>EU28 – IP 8.ii average</b>			3 591			3 096

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 16. Eligible expenditures declared to EC per immediate result achieved

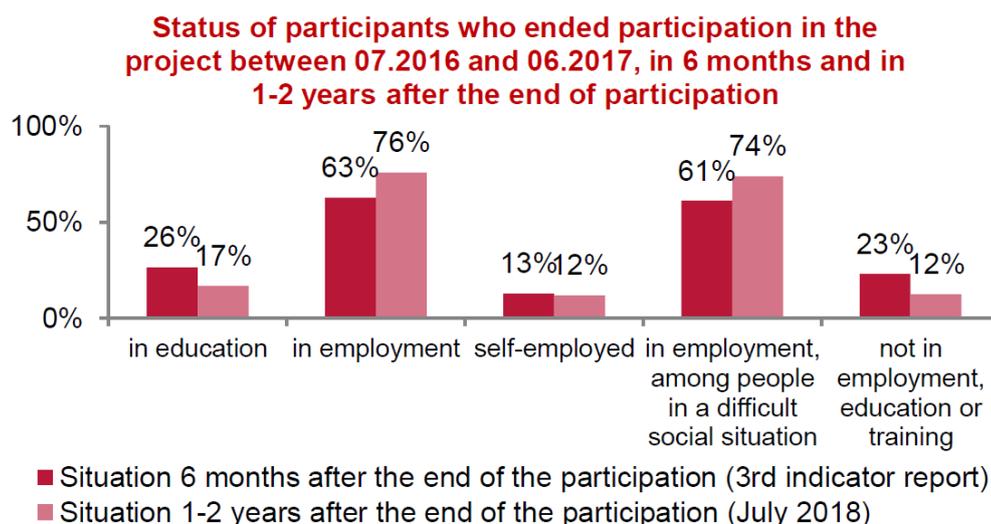
OP	ESF			YEI		
	Total results 8ii	Expenditure declared 8ii in EUR	Overall unit cost 8ii in EUR	Total results	Expenditure declared in EUR	Overall unit cost in EUR
ESF/YEI OP Knowledge Education	144 525	373 881 856	2 587	219 763	536 393 346	1 701
<b>EU28 – IP 8.ii</b>						1 483

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

### 5.2 Answers to the Evaluation Questions

According to the research,<sup>17</sup> the percentage of people in education or employment at the time of the survey was 84%. Some 20% of the support recipients were studying at school or university in July 2018 (at the time of the survey). The percentage of participants in employment in July 2018 was 79% of which 11% were self-employed. Participation in internship or apprenticeship of people with little work experience was associated with better employment rates.

<sup>17</sup> Study the effects of support for young people within the Knowledge Education Development – Second Thematic Report, 2018

Figure 6. Status of participants ending participation 07/2016-06/2017<sup>18</sup>

### 5.2.1 EQ 2.1 – To what extent were operations cost-effective? What types of operations were more and less cost-effective? In what contexts? What were the determining factors?

An analysis of cost-effectiveness of actions supporting young people (YEI/ESF) is planned at the end of the programming period within the evaluation research. But in general, the analysis of the cost-effectiveness of support in relation to its type is very difficult due to the fact that the participants have been covered by more than one type of support. However, it is possible to assess cost-effectiveness of individual interventions offered by the local labour offices. Local labour offices are the main actors in the implementation of the projects within YEI and ESF.

Each year, the Ministry of Family, Labour and Social Policy prepares a study on the effectiveness of the main forms of support related to obtaining professional qualifications and employment (the latest includes the data from 2017), including employment efficiency and cost effectiveness. Employment operations analysed in this study are operations determined by the law<sup>19</sup> and the main support offered by the local labour offices, also in the ESF and YEI projects. Thus, the results of the study on cost and employment efficiency can give an approximate picture for youth employment operations.

In terms of employment efficiency, according to this research, the most effective of the main forms of professional activation in 2017 were grants for starting up business (since 2014, the employment efficiency of this form has not fallen below 90%). However, the formal condition for receiving this grant is to maintain an active company for a minimum of 12 months, and the consequence of breaking this condition is the obligation to return the subsidy with added interest. This means that it is more profitable for the recipient of the subsidy to keep the company active and pay social insurance for 12 months, even if it is not profitable, than to suspend or close the company earlier. The second form of support with the highest value of the efficiency ratio is, as in previous years, intervention works<sup>20</sup>. On the third place came reimbursement of expenses and cost of equipment of the workplace. The least effective form of support is training. The main reason is that training as the only form of support that allows an unemployed person to obtain qualifications, which may (but not necessarily) result in finding employment after acquiring skills. Other forms allow

<sup>18</sup> Ibidem

<sup>19</sup> the Act of 20 April 2004 on the promotion of employment and labour market institutions

<sup>20</sup> Intervention work means employing the unemployed by the employer, who receives co-financing of part of the remuneration from the employment office for employing the unemployed.

the potential employer to verify a person's qualifications in a more practical way. However, support offered to young people within YEI and ESF assumes comprehensive support, consisting of various forms. Regarding regional differentiation, the difference between the highest and the lowest indicator is 11.09 percentage points.

In terms of cost efficiency, the lowest value of the cost efficiency index among the basic forms of activation was obtained by training (PLN 5 006.72), and by lowest value we mean the most efficient form in terms of overall expenditure. In parallel, the highest cost-efficiency is linked to the creation of new jobs in the form of grants for business start-ups (PLN 19 727.04) and reimbursement of costs of furnishing or retrofitting workplaces (PLN 17 858.67), which results, among others, from the high cost of participation in these forms of support (PLN 20 539.6 and PLN 20 939.4 respectively).

### **5.2.2 EQ 2.2 – Are there significant cost differences between regions in the implementation of the operations? What are these differences related to?**

In the case of projects implemented by labour offices, the costs for individual activities, e.g. training, was decided by labour offices' directors. So, there could be differences between regions. Only in the case of activities whose amount was strictly defined by the guidelines, the rate was uniform.

In the case of the Voluntary Labour Corps projects, the distribution of funds was preceded by a regional analysis and on this basis the distribution of funds was adjusted to the demand. Often, the dynamic situation on the labour market caused changes during which in one region the situation on the market changed so that there were not enough participants, in another there were too many and in such situations financial shifts are made.

### **5.2.3 EQ 2.3 – To what extent were the organizational arrangements, including management and control systems at all levels conducive to the effectiveness of operations? Was there administrative burden, in particular gold plating involved?**

The issue of problems with the procurement procedure of projects, was often pointed out by the Voluntary Labour Corps project coordinators. These problems are particularly important when implementing training activities. The tender may be announced only after recruiting the whole group of participants and conducting consultations with a vocational counsellor so that it is known how many people will take part in a given vocational training. If no company submits its offer, the whole procedure must be repeated, which takes several weeks, during which the participants remain in some suspension, waiting for the project to start. However, if a participant resigns during this period, even if he/she has already used the services of a vocational counsellor / psychologist, he/she is neither included as a project participant nor in the project indicators. At the same time, in the Voluntary Labour Corps projects, even for the training of one participant, a separate order must be announced, which extends the time. Moreover, contracts are often awarded to companies that are not very reliable and offer relatively low-quality training, but the priority of the price criterion in the tender allowed them to win it.

Another problem concerns the verification whether the participants are actually inactive or unemployed and not registered as unemployed. Generally, the project coordinators must rely on participants' declarations, because obtaining data from Social Insurance Institution takes about two months. Waiting for verification would significantly postpone the start of activities, but this delay may also result to the fact that people cannot become a participants in the project.

An important barrier indicated by project coordinators was the lack of access to health insurance for participants of OHP and competition projects. Lack of access to public health care was a particularly big barrier for people with disabilities, which further

hindered the recruitment of such people for the project. This also discouraged mothers from participating, especially those raising children alone.

**5.2.4 EQ 2.4 – In particular, how timely and efficient were the procedures for reporting and monitoring?**

In reporting, for example employment effectiveness, the problem was that all people who joined the project were taken into account, not just those who finalised the operation. This means that the employment efficiency indicator is lower than in reality. Only the final report will show the correct cost-effectiveness indicator, because all projects will be completed and all people will end their participation in the project.

**5.2.5 EQ 2.5 – How visible were YEI and other ESF-funded youth employment operations?**

The projects are visible at regional level, and relevant information is provided by participants, so new people are encouraged to participate.<sup>21</sup>

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<sup>21</sup> Sources: Interviews and focus group

## 6 Relevance

EQ 3 – How relevant is the YEI, and the other ESF-funded youth employment operations?

Each participant should get support tailored to its needs on the one hand, and to the needs of employers / labour market on the other hand. The customisation of support is the outcome of career counselling and there is no limit on the scope and number of forms of support.

In the case of labour offices, the forms of support are limited by law, but in other projects these forms may be much more numerous. In addition, information obtained from the projects, as well as the results of the evaluation study, increased the scope of psychological support and mentoring, i.e. in accordance with the participants needs

One of the access criteria, the condition that each form of support, especially training, is to be adapted to the needs of the labour market (either based on the labour market barometer data or on own analysis) allow to implement projects for specific employers, e.g. in a given region, which largely guarantees finding employment.

### **6.1 EQ 3.1 – To what extent were the objectives and the operations funded by the YEI relevant to the needs of young people in the Member State/region? To what extent were the objectives and operations of other ESF funded youth employment operations relevant for them?**

In general, participants declared overall a very high level of satisfaction with their participation in the project. The vast majority declared that the support received was well tailored to their individual needs. People with whom it was jointly agreed what form of support would be most suitable for them before the participation in the project achieved a better matching to their needs.

Labour offices projects' participants rated best the forms of support, which gave them greater power on deciding on the final allocation of funds: a training voucher, a settlement voucher and a subsidy for setting up a business. Among the weaknesses of the support received, participants mentioned, among others a too low level of scholarship, inability to undertake legal part-time work during the internship, long period of time between submitting the application and signing the grant agreement.

Participants of the Voluntary Labour Corps' projects rated the diagnosis of needs and the matching of the forms of support received quite high. However, they pointed at the need of more individualised subject of vocational courses and greater availability of some optional training. They particularly rated highly the vocational courses and internships as well as consultancy support. They also rated the unique form of support equally highly, such as image creation workshops and stylist services, which were aimed at changing the image of participants to a more professional one by buying a business outfit, visiting a hairdresser or beautician. The biggest disadvantages of the support received from the Voluntary Labour Corps were: the lengthy period from recruitment to launching the project, too little consideration of planned activities over time, no health insurance during the project period and no scholarship in the first phase of the project implementation.

Participants of competition projects pointed out that the diagnosis of needs was taken into consideration, since the forms of support and training topics were already established at the time of recruitment for the project. However, some participants stated satisfaction with participating in training and internships, while some pointed at the weaknesses of the support received: low quality of training and varied level of participants, as well as the lack of high-quality psychological support or coaching / mentoring. Most of the participants pointed to the need for real customisation of support, especially in the field of combining its various forms to obtain the optimal

effect for them or better matching the training often organised in groups to their individual needs.

The vast majority of participants (84%)<sup>22</sup> received or found an offer of a job, internship, apprenticeship or further education during their participation in the project. Among those who did not receive such an offer, one out of three received a subsidy for setting up a business. The percentage of people rejecting the job offer, internship, apprenticeship or study offer was small. People who started a given form of support rarely decided to stop it.

**6.2 EQ 3.2 – To what extent were Operational Programmes flexible and able to adapt to changes in the implementation context, notably the evolution in the situation of youth employment?**

The option of purchasing health insurance as part of an internship has been introduced.

In the case of the Voluntary Labour Corps' projects, the needs reported by participants were taken into account by introducing new forms of support. For example, workshops of image improvement. In these projects there are also possible shifts between regions in the event of changes in the labour market, shortages excess or shortage of participants.

**6.3 EQ 3.3 – Were the most relevant groups, in the different socioeconomic contexts (e.g. more developed, less developed and transition regions; urban and rural areas etcetera), targeted from the design stage? Were the most important needs of these groups addressed? How were gender issues addressed?**

At the Operational Programme level, the criterion was adopted that 60% of target groups are NEETs, in fact NEETs constitute about 80% of participants.

What is crucial is that projects for young people allow reaching the groups outside the system, i.e. young people not registered in labour offices or educational establishments. By defining the target group in this way, the programme forced to reach them and provide support.<sup>23</sup>

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<sup>22</sup> Data from Second thematic report, July 2018

<sup>23</sup> Sources: Interviews and focus group

## 7 Coherence

EQ 4 – How coherent are YEI and the other ESF-funded youth employment operations among themselves and with other actions in the same field?

Operations funded from the YEI and the ESF within the Priority Axis 1 have the same objectives, interventions and indicators. The differences are only between Polish regions covered by the YEI and the ESF. However, both funds cover the entire territory of Poland.

### 7.1 EQ 4.1 – In which manner were the YEI and other ESF-funded youth employment operations complementary with each other? What were the main factors in this regard?

As mentioned above, YEI and ESF operations within the Priority Axis 1 are the same, they differ only in terms of regions they cover (voivodeships).

### 7.2 EQ 4.2 – To what extent were they complementary and coherent with other policy objectives funded by the ESF and other EU programmes and policy initiatives oriented to young people and youth-employment (e.g. ERDF, EAFRD, EMFF, Erasmus+, Eures)?

Activities under Priority Axis 1 are complementary with PSCI - Programme for Social Change and Innovation, Horizon 2020 and Erasmus

### 7.3 EQ 4.3 – To what extent were they complementary and coherent with other national/regional activities oriented to young people and youth employment at national/regional level?

The young unemployed can be covered by assistance provided by the labour offices at the regional and local level, including more personalised forms of support such as the Individual Action Plans (IPD). However, the Voluntary Labour Corps (OHP) is the main provider of services aimed at young people, including individualised assistance. The OHP, as a labour market institution, carries out comprehensive active labour market activities addressing young people aged 15 to 25. As part of those activities, services are being offered free-of-charge in the following forms: employment services, job related information, active job search workshops, organisation of training, and labour market programmes. Those tasks are being accomplished through a well-coordinated system of job consulting, advising, and intermediating as well as through vocational training covering the network of institutions: Youth Job Offices, subsidiaries of Youth Job Offices, Job Clubs, Job Agencies, Vocational Training Centres, Mobile Vocational Information Centres, and Youth Career Centres. Their offer is a response to local needs for particular services.

Both labour offices and the Voluntary Labour Corps carry out activities for the benefit of young people. As part of the implementation of projects co-financed from EU funds, they can expand these activities and, in the case of OHP, add new ones (such as psychological support and image improvement).

In the case of PUPs, the Operational Programme Knowledge Education Development is a financing source alternative to the Labour Fund<sup>24</sup>, increasing the scope of their activities.<sup>25</sup>

<sup>24</sup> Labour Fund (FP) is a state fund managed by the minister competent for labour. Obligatory contributions to FP are paid by employers and persons running non-agricultural business.

<sup>25</sup> Sources: Interviews and focus group

## 8 Added value

EQ 5 – What is the EU added value of the YEI and other ESF-funded youth employment operations?

In the first instance, the ESF and the YEI funds increased the dimension of support offered to young people. This also allowed the offer of new forms of intervention. Support for vocational activation and integration into the labour market is limited by the Act of 20 April 2004 on the promotion of employment and labour market institutions which sets out the specific forms of support that can be provided. Thanks to the projects (apart from those implemented by regional and local labour offices), support could be strengthened by additional activities.

Due to the extension of the Voluntary Labour Corps' activities, it was possible to support people who are not under the care of this institution on a daily basis. Because of the EU funds and the expansion of activities, it was possible to reach participants who would not have changed their difficult situation without this support. It was also important to improve the comprehensiveness of support of vocational counselling, job placement and training in ongoing Voluntary Labour Corps activities. However, there are no such activities as psychological support or image improvement, which turned out to be a very important element of support in the situation of many project participants. This is, for example, the purchase of clothes for an interview or for work, not only improving their appearance, but also their well-being and self-confidence. Actions to improve the image were highly rated by both coordinators and participants of the project. Similarly, psychological support was often associated with overcoming helplessness or stigmatisation with poverty.

### 8.1 EQ 5.1 – To what extent did the YEI and other ESF-funded operations produce effects at the national and regional level that would not have taken place without the EU intervention?

From the project participants' point of view, it was first of all possible to support young people who had little chance to receive standard support in a very difficult situation. These are groups that are "difficult among the difficult". It is primarily the Voluntary Labour Corps who work with young people in difficult situations on a daily basis. However, as part of projects, the target group was narrowed to those in most difficult situations. The same was applied in competition projects that worked with groups such as those leaving foster care or young homeless. As part of the projects, new methods of recruiting and working with these groups were also developed and tested. Importantly, this support was offered nationwide.

From the point of view of the organisations implementing projects, it is most important to strengthen their activities, prestige and recognition at regional and local level, which also makes it easier for young people to seek support. Building a network of local contacts with employers, schools, healthcare facilities and others.

From a policy point of view for young people, the most important are the results achieved as well as the experience gained from implementing these projects. Both, recommendations and conclusions developed regarding the work methodology and diagnosing young people's problems and legal solutions (e.g. in the form of support) are very valuable.<sup>26</sup>

<sup>26</sup> Source: Interviews and focus group

## 9 Sustainability

EQ 6 – How sustainable are YEI and the other ESF-funded youth employment operations?

For the sustainability of ongoing activities, it is important that the implementation of projects was entrusted to institutions with nationwide structures and experience in implementing activation activities. The experience of the Voluntary Labour Corps from gained from the implementation of projects for young people which were much more comprehensive than standard support, will further affect activities of this institution. It is primarily about establishing permanent cooperation with local employers, conducting an analysis of the labour market in order to select the direction of education in the most accurate way, to plan individualised support, learning new recruitment methods, and raising competence in the field of counselling and vocational training.

As a result of experience from implementing projects for young people, changes in law have also been recommended. Work on these changes was already underway, but it was discontinued, although it may be resumed in the near future.

### 9.1 EQ 6.1 – To what extent the effects of YEI and ESF support are likely to continue after the end of the funding, both at individual and youth employment policy level?

The implementation of projects under the ESF and YEI funds and the simultaneous improvement of the labour market situation significantly reduced the number of NEETs (NEETs rate dropped from 12% to 8.7%). If action is also allowed for young people who are not NEETs but who neglect compulsory schooling, this can largely prevent the number of NEETs from rising.

The Voluntary Labour Corps will continue to carry out activities for young people in a difficult situation throughout Poland, and experience from project implementation will have a positive impact on their quality.<sup>27</sup>

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<sup>27</sup> Sources: Interviews and focus group

## 10 Gender sensitivity

In terms of implementing gender equality policy, from 1 April 2009, the beneficiaries of ESF projects are required to comply with the minimum standard.

**The minimum standard** consists of five criteria, which are included in the project assessment grid (if at least two criteria are not answered "yes", the project is rejected). The criteria are:

- **Criterion 1.** The application for project co-financing provided information confirming the existence (or absence) of equality barriers in the thematic area of intervention and / or the scope of the project's impact – This means that the content of the grant application should contain provisions confirming that in the thematic area and / or scope of project implementation there are / do not occur gender-based inequalities. This requires people preparing a grant application to analyse the problem in terms of gender to which the project responds.
- **Criterion 2.** The project co-financing application contains activities that respond to the identified equality barriers in the thematic area of intervention and / or the scope of the project's impact. The planned activities should result from previously presented data and analyses identifying the barriers affecting the situation of each gender.
- **Criterion 3.** If no equality barriers are found, the application for project co-financing includes activities ensuring compliance with the principle of equal opportunities for men and women, so that no barriers of this type occur at any stage of the project's implementation. This situation may occur primarily in projects not directly targeted to people focused on introducing system changes, programmes, regulations or procedures. But also, for people-oriented projects, it may happen that no gender-based inequalities have been identified at the level of analysis.
- **Criterion 4.** Project implementation indicators are given broken down by gender and / or a description of how the results will contribute to reducing equality barriers existing in the thematic area of intervention and / or the scope of the project impact. Defining the indicators and planned results, as a rule, should be related to the entirety of the project assumptions: the type of target group to be supported (including women and men), identified problems and barriers that this group is dealing with and the type of planned support.
- **Criterion 5.** The application for project co-financing indicates what actions will be taken to ensure gender equality in project management. Equality management consists in making people involved in the project, as well as personnel and subcontractors, aware of the obligation to comply with the principle of gender equality. Equality management also includes organising work and staffing in all project activities to ensure that a gender perspective is included in project activities.

The introduction of the minimum standards was supported by training for Intermediate Bodies, project promoters and project assessment committees. The Managing Authority published a handbook on gender mainstreaming - a practical manual on how to introduce the principle of gender equality into projects in the 2007-2013 and 2014-2020 programming periods.

The problem, however, is that the implementation of the minimum standards is not monitored or evaluated in any way. No evaluation study was carried out to analyse whether gender equality is actually implemented in projects, to what extent it affects their effectiveness and improves the situation of women and men on the labour market. It is limited to the description at application level without checking whether for example, the initial situation changes under the influence of project activities. Moreover, when developing Operational Programmes, this issue is limited to a specific Priority Axis devoted to the issue of equal opportunities. Evaluation studies conducted

in various thematic areas are limited to collecting data broken down by gender, without gender sensitive analyses, i.e. limited to quantitative and without any qualitative analysis. In the case of projects for young people at the programming stage, gender analysis was also not taken into account. However, in the case of projects implemented e.g. by the Voluntary Labour Corps, it was applied to some extent in practice. This means that care has been taken to ensure that the disadvantaged group is targeted first. Coordinators try to ensure that the percentage participation of women and men in projects is adequate to the situation on the labour market (quota system). In the case of recruitment, they sometimes give priority to women, when the analysis shows that they are in a worse situation, but also to boys, when the analysis shows that they are in a worse situation than girls. Then priority is given to boys. As part of the OHP's activities, emphasis is also placed on breaking the stereotypical approach to vocational training of girls and boys and the selection of professions. It is about eliminating the 'traditional', stereotype division into 'male' and 'female' professions.

However, generally there are no gender sensitive analyses or policy operations even though the NEET rate for women aged 25 to 29 was more than three times higher in 2018 than that of men of the same age (26.0% vs. 8.8%).

## 11 Conclusions

In implemented projects financed from the YEI, all objectives have already been achieved. The spending of allocation under Priority Axis 1 is much slower in the case of ESF funds than in the case of YEI funds. However, it should be noted that the YEI funds ended in 2018 and were therefore used first. ESF resources will be used until the end of the current financial perspective. Generally, expenditure under Priority Axis I is the highest of the Operational Programme.

However, measuring employment efficiency should take into account various factors such as age, education, disability, origin, etc., because the Voluntary Labour Corps and competition projects work with groups in a much more difficult situation than participants in labour offices' projects. When including those factors, adequate results can be obtained.

A very strong element of implementing projects for young people was the fact that they were implemented by institutions with structures throughout Poland – regional and local labour offices and the Voluntary Labour Corps. Particularly important was the participation of the Voluntary Labour Corps, which, for many years, have been conducting activities directed at young people. **The implemented projects significantly strengthened their daily activities, but also allowed to introduce new, effective forms of support.** They also raised their prestige and made them more recognisable in the local environment. Existing structures and experience in youth work have made it possible to effectively reach target groups, but also to provide support when a project start is delayed and to prevent participants from withdrawing. Retaining participants in the project was also often difficult, and here both experience in working with young people and their involvement were important, which in practice meant constant contact, motivating and making sure that they took part in the classes. It was often a 24-hour job, seven days a week.

**Competition projects were a perfect complement to other projects**, because they enabled differentiation of the target group and focus on those in most difficult situations, with specific needs who might not be supported by projects.

Although the improvement of the situation on the labour market caused some recruitment problems, it also forced institutions implementing projects to **reach those in most difficult situations**. More resourceful and entrepreneurial people benefited from the improvement on the labour market and found a job, otherwise they would be the main participants in the projects, and those in most difficult situations could not get support.

Problems related to the implementation of projects are of administrative and procedural nature. Long procedures discourage those waiting for support. In the case of NEETs, the difficulties are associated with long waiting time to receive data from the Social Insurance Institution, verifying / confirming their status as NEET.

**GDPR** hinders recruitment, because formerly institutions such as schools, police, social assistance centres etc. provided data about potential participants, and now they hindered from doing so for data protection reasons. There is no fast cooperation path that would facilitate the flow of this information.

An important barrier indicated by project coordinators was **the lack of access to health insurance for participants** of the Voluntary Labour Corps and competition projects. Lack of access to public health care was a particularly big barrier for people with disabilities, which further hindered the recruitment of such people for the project. This also discouraged mothers from participating, especially those raising children alone.

The issue of **a long public procurement procedure** is undoubtedly connected with the generally too long project implementation period and frequent resignations of participants.

In the Voluntary Labour Corps' projects, even for the training of one participant, a separate order must be prepared, which extends the time and limits the customisation of support - people are combined into several main thematic groups (e.g. warehouse worker, office worker, salesman). Moreover, in the coordinators' opinion, contracts are often awarded to companies that are not very reliable and offer relatively low-quality trainings, which is the result of giving importance to the price criterion of the tender. At the same time, project coordinators, especially in larger cities, often know very well local training companies offering high-quality courses, well adapted to the needs of participants.

**Long bidding procedures** are also discouraging companies and as a result no offer runs down and the bidding has to be repeated, which once again extends the project implementation time.

**The possibility of changing the target group.** The projects started in 2014 when the NEETs' rate was at 12% but had dropped to 8.7% in 2018 due to changes in the labour. For example, in two provinces, Amazon started operating, employing a large number of people, even the least qualified, which significantly reduced the number of NEETs.

**The possibility of extending the target group** to people who neglect compulsory school by those who would allow preventive operations before they become NEETs. In Poland there is compulsory education up to the age of 18 years, otherwise administrative penalties are imposed. Therefore, there should not be any 15-18 years old present in NEETs. Often, students who neglect school are "kept" there until they are 18 years old to complete their schoolwork. It is worth directing support to them, because after the age of 18 they will automatically join the ranks of NEETs. At the same time, Voluntary Labour Corps clients aged 15-18, mostly at a disadvantage, with problems, cannot be involved in project activities because they go to school and do apprenticeships on a daily basis. They may be only covered by standard Voluntary Labour Corps support, not as full and comprehensive as in projects, i.e. they are deprived of e.g. psychological support, which in the case of these people can be of key importance and affect success in their further independent life. EU funds would complement and streamline the support offered.

Work is currently underway to introduce changes to include support for those who neglect school duty before becoming NEET (those who do not go to school, do not pass their class year exams, achieve a grade below 2.9 out of 6). This also requires the clear definition of neglecting compulsory schooling, so that they can be included as a target group in projects. Then it would be possible not only to reduce the number of NEETs, but also to prevent the emergence of new ones.

## 12 Good Practice

<p><b>Title: "FROM TRAINING TO EMPLOYMENT"</b></p> <p><b>Lead organisation:</b> Voluntary Labour Corps (OHP)</p> <p><b>Partners:</b> The OHP did not create a formal partnership, but it cooperated with other institutions as part of the project. Especially often such cooperation took place at the time of recruiting participants for projects, when individual OHP units used the help of schools, social assistance / family assistance centres, and even volunteer fire brigades or rural youth associations. In addition, the OHP often recommended participants to employers as part of the organisation of internships.</p> <p><b>Implementation period:</b> first implementation phase September 2017 to December 2018; second implementation phase has started in 2019</p> <p><b>Funding:</b> ESF: 18 150 165.38 PLN and YEI: 42 734 756.35 PLN</p> <p><b>Target groups:</b> Young NEETs aged 18-24; the project also involves the participation of disabled people</p> <p><b>Type of intervention</b></p> <p>As part of the project, young people could participate in:</p> <ul style="list-style-type: none"> <li>• individual and group classes with a vocational counsellor,</li> <li>• active job search workshops,</li> <li>• professional courses (along with a scholarship and reimbursement of child or dependent care costs), supplemented with various types of general development training (including language, computer, driving licenses)</li> <li>• image creation workshops combined with stylist services,</li> <li>• professional internships (with a scholarship and reimbursement of child or dependent care costs),</li> <li>• individual job placement / consulting the organization of professional internships.</li> </ul>
<p><b>Description of the operation</b></p> <p>The goal of the project is professional activation of people aged 18 to 24 from the NEET group. The project envisages enabling people aged 18 to 24 who, due to unfavourable situations, family or personal problems, require professional and comprehensive educational and social assistance, aimed at obtaining qualifications, acquiring skills in navigating the labour market and, as a consequence, taking up employment and becoming independent. Support will vary depending on the individual situation of the potential project participant. The project also put emphasis on the participation of people with disabilities as those who have the greatest difficulties entering or staying on the local labour market.</p> <p>From September 2017 to December 2018 - in the first phase - the programmes covered 2 800 people – 1 556 women and 1 244 men from all over Poland. Almost 2,300 people took part in vocational training, of which 2,188 participants obtained professional qualifications. 1 025 persons participating in the programme - started working or started their own business. Among the people participating in the programmes there were also 226 people with disabilities. The programmes, run by the Voluntary Labour Corps: vocational counsellors, job brokers, educators and external psychologists, were implemented in 250 Voluntary Labour Corps' organisational units throughout the country (including education and youth work centres, education and upbringing centres, youth centres, careers, job placement centres, vocational training centres, environmental labour corps, training and upbringing centres).</p>
<p><b>Lessons learnt</b></p> <p>The existing well-organised infrastructure for youth policy in Poland plays a crucial role and ensures effective implementation of the Youth Guarantee. The Voluntary Labour Corps (OHP) Headquarters and its nine hundred regional and local units working on national, regional and local level create an effective network supporting young people in difficult situations or threatened by social exclusion (including NEETs). Even though the OHP is not part of the educational system, this institution plays a key role in providing VET services meeting labour market needs.</p> <p>The Voluntary Labour Corps conduct activities for the benefit of young people on a daily basis, and as part of the implemented project, it was possible to test the entire support path from educational activities to employment enriched with new activities that increase the effectiveness of support and guarantee the achievement of the employment goal. Comprehensive support, which was provided as part of the project and broader than in standard actions, improved the work with young people. The experience acquired has influenced the activities carried out and, as far as possible, the scope of standard forms of support will be expanded. First of all, it is important to reach young people in the most difficult situation, which could not be covered by standard activities, and very difficult everyday work with them. Each of the local coordinators looked after approximately 10</p>

people, which required 24/7 engagement. They were in constant telephone contact with them, often taking them to classes, making sure that they did not give up their participation in the project. This is one of the most difficult aspects of this job, because it was associated with upbringing and teaching social behaviour aiming to help young people functioning independently. Equally important is strengthening organisational structures at local and national level. The Voluntary Labour Corps are much more recognisable among young people who provide information on the possibilities of obtaining support, primarily at the regional and local level, which is of particular importance in reaching people in the most difficult situation.

## **13 Information sources**

### **13.1 Interviews**

Łukasz Mikulec

Ministry of Investment and Development (MA)

[www.miiir.gov.pl](http://www.miiir.gov.pl)

25.07.2019

Elżbieta Fydrych

Voluntary Labour Corps

[www.ohp.pl](http://www.ohp.pl)

12.08.2019

Daniel Kosiński

Ministry of Family, Labour and Social Policy

[www.mrpips.gov.pl](http://www.mrpips.gov.pl)

14.08.2019

Joanna Charytonowicz

European Commission

[ec.europa.eu](http://ec.europa.eu)

18.07.2019

### **13.2 Focus group**

**Participants:** Nine regional coordinators of Voluntary Labour Corps from eight regions (voivodeships)

Iwona Matuszkiewicz – Wielkopolskie OHP (Voluntary Labour Corps)

Aleksandra Jakubek – Dolnośląskie OHP (Voluntary Labour Corps)

Katarzyna Dubiel-Iwańczak – Mazowieckie OHP (Voluntary Labour Corps)

Alicja Otto – Pomorskie OHP (Voluntary Labour Corps)

Marta Rychel – Pomorskie OHP (Voluntary Labour Corps)

Elżbieta Dziemienuk – Podlaskie OHP (Voluntary Labour Corps)

Adam Potempa – Małopolskie OHP (Voluntary Labour Corps)

Paulina Brzyska – Łódzkie OHP (Voluntary Labour Corps)

Ireneusz Omelańczuk – Lubelskie OHP (Voluntary Labour Corps)

### **13.3 Documents**

Effectiveness of the main forms of professional activation implemented as part of programmes to promote employment, mitigate the effects of unemployment and professional activation in 2017, Ministry of Family, Labour and Social Policy, 2018

Examination of support effects implemented for young people under the operational programme knowledge education development - 3rd indicator report, Instytut Badań Strukturalnych, March 2018

Study the effects of support for young people within the Knowledge Education Development – Second Thematic Report, Instytut Badań Strukturalnych, November 2018

## 14 Annex

Table 17. Total common outputs for participations ESF/YEI under Investment Priority 8,ii, cumulative until 2018, by Operational Programme and indicator

Description Common Output indicator	ESF/YEI OP Knowledge Education			ESF/YEI OP Knowledge Education			Total		
	ESF			YEI					
	Total	%	% of women	Total	%	% of women	Total	%	% of women
<b>Employment status</b>									
<b>CO01</b> Unemployed	161 295	84%	56%	240 354	90%	57%	401 649	88%	56%
<b>CO02</b> of which Long-term unemployed	54 691	29%	57%	95 654	36%	57%	150 345	33%	57%
<b>CO03</b> Inactive	29 023	15%	52%	25 954	10%	52%	54 977	12%	52%
<b>CO04</b> of which not in education or training	27 639	14%	52%	25 954	10%	52%	53 593	12%	52%
<b>CO05</b> Employed, including self-employed	630	0%	62%		0%		630	0%	62%
<b>Total CO1+CO3+CO5</b>	190 948	100%	56%	266 308	100%	56%	457 256	100%	56%
<b>Age</b>								0%	
<b>CO06</b> Below 25 years of age	116 223	61%	55%	161 447	61%	56%	277 670	61%	55%
<b>CO06a</b> Between 25-54 years of age	74 623	39%	57%	104 861	39%	57%	179 484	39%	57%
<b>CO07</b> Above 54 years of age	102	0%	49%		0%		102	0%	49%
<b>CO08</b> Above 54 years of age who are unemployed, or inactive	20	0%	40%		0%		20	0%	40%
<b>Education level</b>								0%	
<b>CO09</b> With primary or lower secondary education (ISCED 1/2)	24 075	13%	35%	27 747	10%	34%	51 822	11%	35%
<b>CO10</b> With upper secondary or post-secondary Education (ISCED 3/4)	117 930	62%	54%	163 855	62%	53%	281 785	62%	54%
<b>CO11</b> With tertiary education (ISCED 5 to 8)	48 633	25%	70%	74 146	28%	70%	122 779	27%	70%
<b>CO11a</b> Other / unknown ISCED	310	0%	34%	560	0%	52%	870	0%	46%
<b>Other background characteristics</b>									
<b>CO12</b> Participants who live in jobless households									
<b>CO13</b> Participants who live in jobless households with dependent children									
<b>CO14</b> Participants who live in a single adult household with dependent children									
<b>CO14a</b> Other households	190 948	100%	56%	266 308	100%	56%	457 256	100%	56%
<b>CO15</b> Migrants, participants with a foreign background, minorities	868	0%	54%	877	0%	59%	1 745	0%	57%

Description Common Output indicator	ESF/YEI OP Knowledge Education			ESF/YEI OP Knowledge Education			Total		
	ESF			YEI			Total	%	% of women
	Total	%	% of women	Total	%	% of women			
<b>CO16</b> Participants with disabilities	8 141	4%	53%	9 313	3%	53%	17 454	4%	53%
<b>CO17</b> Other disadvantaged	85 392	45%	55%	126 430	47%	57%	211 822	46%	56%
<b>CO18</b> Homeless or affected by housing exclusion	574	0%	49%	665	0%	51%	1 239	0%	50%
<b>CO19</b> From rural areas	86 160	45%	55%	143 115	54%	57%	229 275	50%	56%

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 18. Common Result Indicators Investment Priority 8.ii, ESF/YEI, by Operational Programme (1)

OP / Fund / Indicator	ESF/YEI OP Knowledge Education		
	ESF	YEI	Total
CR01 inactive participants engaged in job searching upon leaving	1 570	2 676	4 246
CR02 participants in education/training upon leaving	2 958	3 782	6 740
CR03 participants gaining a qualification upon leaving	31 879	32 252	64 131
CR04 participants in employment, including self-employment, upon leaving	108 118	181 053	289 171
CR05 disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	63 153	102 249	165 402
Share of total in %	44%	47%	45%
Total number of immediate results	144 525	219 763	364 288

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 19. Common Result Indicators Investment Priority 8.ii, ESF/YEI, by Operational Programme (2)

OP / Fund / Indicator	ESF/YEI OP Knowledge Education		
	ESF	YEI	Total
CR06 participants in employment, including self-employment, 6 months after leaving	123 111	171 909	295 020
CR07 participants with an improved labour market situation 6 months after leaving	118	0	118
CR08 participants above 54 years of age in employment, including self-employment, six months after leaving	0	0	0
CR09 disadvantaged participants in employment, including self-employment, 6 months after leaving	40 936	118 411	159 347
Total number of long-term results	164 165	290 320	454 485

Source: SFC2014, based on AIR 2018, data extracted on 06.09.19

Table 20. Detailed data collected by monitoring system SL2014 on participants

Data on participants participating in projects implemented under the ESF / YEI	
Type of participant	individual employee or representative of the institution / entity
Education	<ul style="list-style-type: none"> <li>• (ISCED 0)</li> <li>• (ISCED 1)</li> <li>• (ISCED 2)</li> <li>• (ISCED 3)</li> <li>• (ISCED 4)</li> <li>• (ISCED 5-8)</li> </ul>
Voivodeship (region)	List of voivodeships
Powiat (subregion)	List of poviats
Status of a person on the labour market at the time of joining the project	<ul style="list-style-type: none"> <li>• unemployed registered in the register of employment offices (including long-term unemployed)</li> <li>• unemployed not registered in the register of employment offices (including long-term unemployed)</li> <li>• economically inactive (including those not in education and those in education)</li> <li>• working, including: <ul style="list-style-type: none"> <li>- self-employed person</li> <li>- working in government administration</li> <li>- working in local government administration</li> <li>- working in NGOs</li> <li>- working at the MSME</li> <li>- working in a large enterprise</li> </ul> </li> </ul>
Profession	<ul style="list-style-type: none"> <li>• vocational education teacher</li> <li>• general education teacher</li> <li>• preschool education teacher</li> <li>• employee of a higher education institution</li> <li>• employee of a labour market institution</li> <li>• employee of a health care institution</li> <li>• farmer</li> <li>• key employee of social assistance and integration institutions</li> <li>• employee of the institution supporting the family and foster care system</li> <li>• employee of the social economy support centre</li> <li>• employee of a psychological and pedagogical counselling centre</li> <li>• practical vocational training instructor</li> </ul>
The situation of the person at the end of participation in the project	<ul style="list-style-type: none"> <li>• job seeker</li> <li>• started work / self-employment</li> <li>• entered education or training</li> <li>• gained qualifications</li> <li>• acquired competences</li> <li>• continues employment</li> <li>• working / self-employed after a break related to childbirth</li> <li>• a jobseeker after a break related to childbirth</li> <li>• did not take any new activity after completing the project</li> <li>• situation monitoring</li> </ul>
Other results concerning young people	<ul style="list-style-type: none"> <li>• received a job offer</li> <li>• received an offer for continuing education</li> <li>• received an offer of vocational training</li> <li>• received an internship offer</li> <li>• did not received any offer</li> </ul>
Type of support	<ul style="list-style-type: none"> <li>• grant for starting up business</li> <li>• financial instrument</li> <li>• training / course</li> </ul>

Data on participants participating in projects implemented under the ESF / YEI	
	<ul style="list-style-type: none"> <li>• consultancy</li> <li>• outplacement programme</li> <li>• transnational mobility programme</li> <li>• health programme</li> <li>• health / medical service</li> <li>• internship / apprenticeship</li> <li>• study visit</li> <li>• bachelor / master studies</li> <li>• doctoral studies</li> <li>• post-graduate studies / education</li> <li>• vocational development</li> <li>• social economy support service</li> <li>• active integration service</li> <li>• grant for telework</li> <li>• reimbursement of travel expenses, accommodation</li> <li>• voucher</li> <li>• relocation allowance</li> <li>• scholarship</li> <li>• vocational training</li> <li>• job placement</li> <li>• childcare for children up to 3 years of age / reimbursement of costs of childcare for children up to 7 years of age or another dependent person</li> <li>• workplace equipment or retrofitting</li> <li>• intervention works</li> <li>• development service for an employee of the enterprise</li> </ul>
A person belonging to a national or ethnic minority, a migrant, a person of foreign origin	Yes No refusal to provide information
A person who is homeless or affected by exclusion from access to housing	Yes No
A person with disabilities	Yes No refusal to provide information
Person in a different unfavorable situation (other than listed above)	Yes No refusal to provide information

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